FMMC
POST A-76
ORGANIZATION

20 April 2004

COL ESSIG, GARRISON COMMANDER

Martina Carroll-Garrison / martina.carrollgarrison@us.army.mil / 703-696-3100 20 April 2004

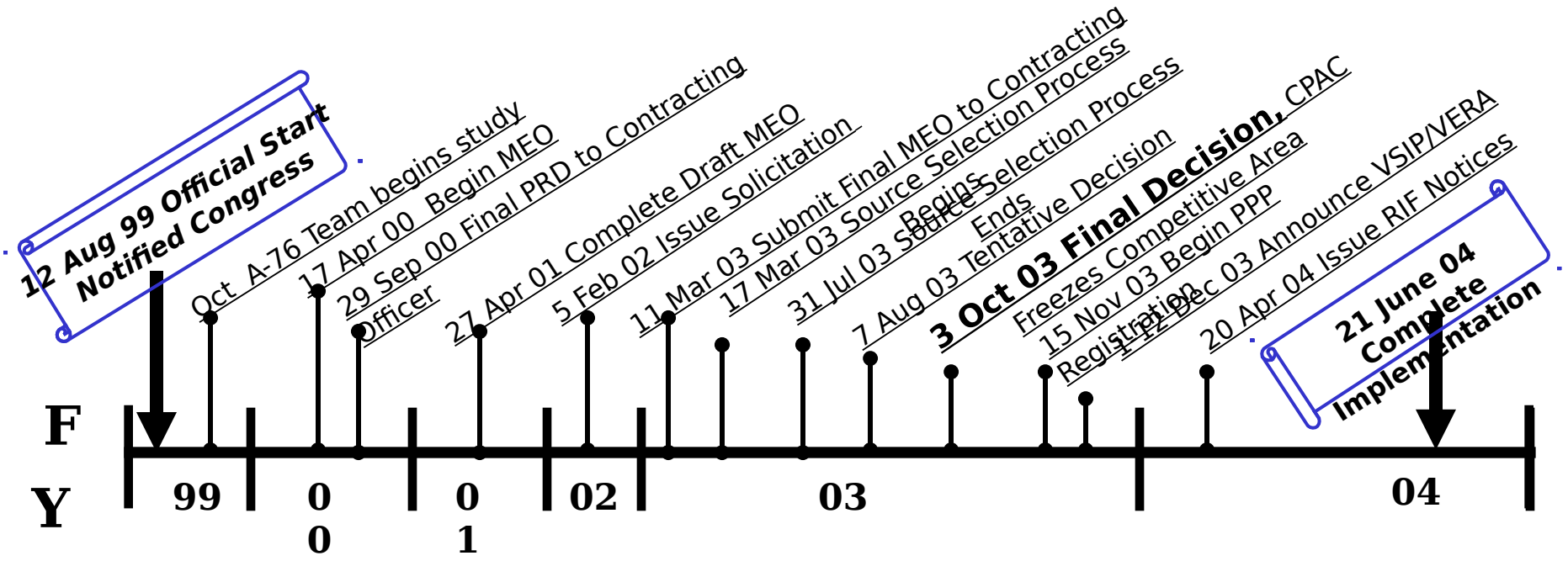
AGENDA

- KEY POINTS TO REMEMBER
- TIMELINE REVIEW
- HISTORY OF THE A76 COMPETITION
- OVERVIEW OF THE POST A76 ORGANIZATION
- NEXT STEPS – STARTING TODAY
- KEY POINTS
- CONCLUSION

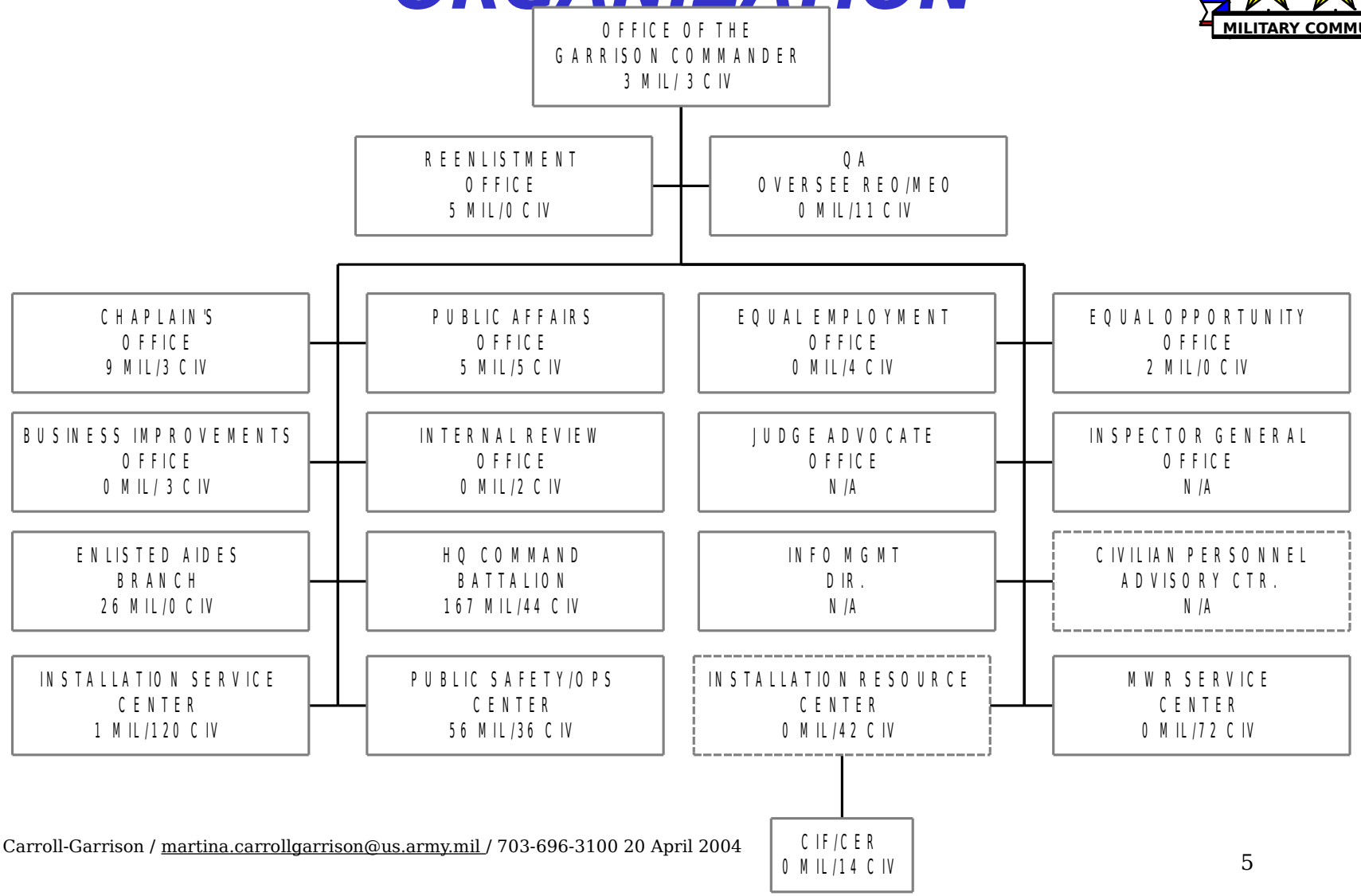
KEY POINTS TO REMEMBER

- WE **WON** THE A76 COMPETITION
- WE COMPETED – JUST LIKE A CONTRACTOR
- WE DEFINED OUR MOST EFFICIENT ORGANIZATION
  - WHICH INCLUDED REALIGNMENTS, REDUCTION IN GRADE AND REDUCTION IN NUMBERS OF EMPLOYEES
- IF WE HAD **LOST**
  - AN ADDITIONAL 190+ EMPLOYEES WOULD BE RECEIVING SEPARATION NOTICES TODAY
- EFFECTIVE 21 JUNE WE HAVE TO BE FULLY TRANSITIONED TO THE NEW ORGANIZATION
  - IF ONE SECTION FAILS WE ALL FAIL
  - WE MUST WORK AS ONE TEAM TO ENSURE SUCCESS FOR ALL

A-76 Whole Base Study Timeline


12 Aug 99 Official Start
Notified Congress
Oct A-76 Team begins study
17 Apr 00 Begin MEO
29 Sep 00 Final PRD to Contracting Officer
27 Apr 01 Complete Draft MEO
5 Feb 02 Issue Solicitation
11 Mar 03 Submit Final MEO to Contracting
17 Mar 03 Source Selection Process Begins
31 Jul 03 Source Selection Process Ends
7 Aug 03 Tentative Decision
3 Oct 03 Final Decision, CPAC Freezes Competitive Area
15 Nov 03 Begin PPP Registration
1-12 Dec 03 Announce VSIP/VERA
20 Apr 04 Issue RIF Notices
21 June 04 Complete Implementation
FY
99
00
01
02
03
04

PROPOSED A-76 MEO/REO ORGANIZATION



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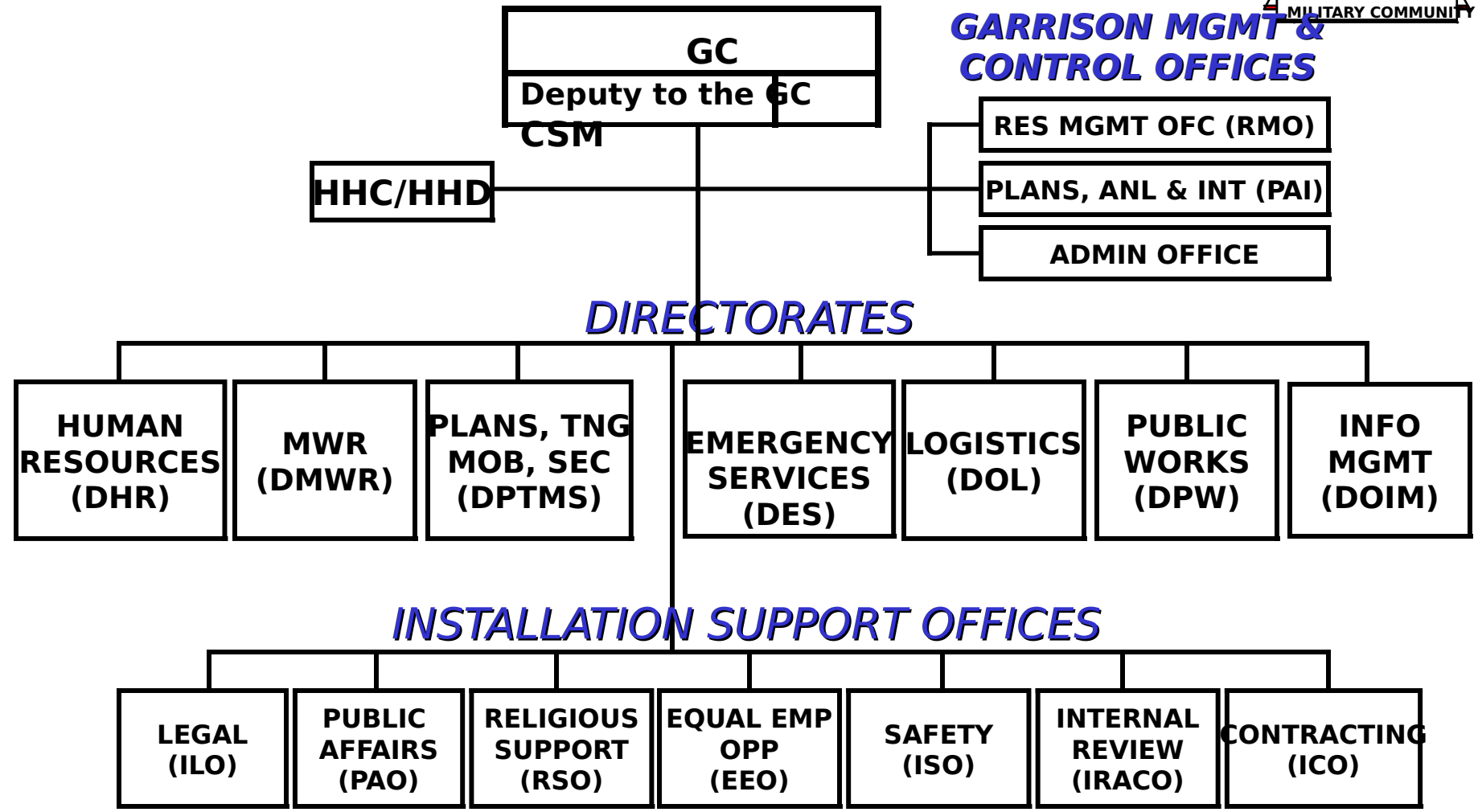
IMA DIRECTED ORGANIZATION



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FMMC INTERIM ORGANIZATION

GC

Deputy to the GC

CSM

HHC/HHD
+MILPO
+CAS

GARRISON MGMT & CONTROL OFFICES

- RES MGMT OFC (RMO)
- PLANS, ANL & INT (PAI)
- ADMIN OFFICE

DIRECTORATES

- **CPAC ONLY NOT HRD**
- **MWR (DMWR) +ED SVCS +ADCO**
- **PLANS, TNG MOB, SEC (DPTMS)**
- **EMERGENCY SERVICES (DES)**
- **PUBLIC WORKS (DPW)**
- **LOGISTICS (DOL) LIGHT**
- **INFO MGMT (DOIM)**

INSTALLATION SUPPORT OFFICES

- **LEGAL (ILO)**
- **PUBLIC AFFAIRS (PAO)**
- **RELIGIOUS SUPPORT (RSO)**
- **EQUAL EMP OPP (EEO)**
- **SAFETY (ISO)**
- **INTERNAL REVIEW (IRACO)**
- **CONTRACTING (ICO)**

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INTERIM ORGANIZATION
Effective 21 June 2004

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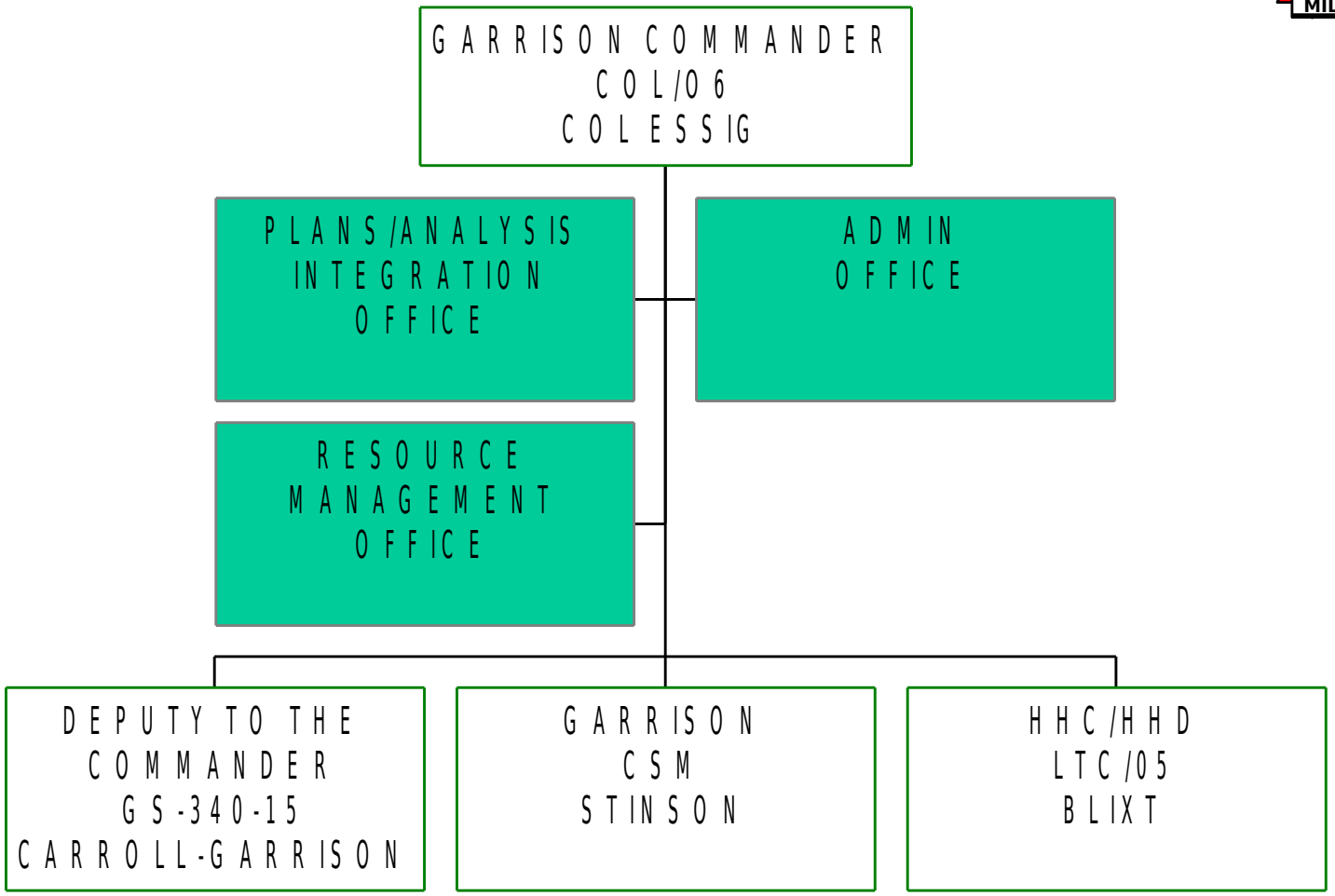
GARRISON MANAGEMENT & CONTROL OFFICES



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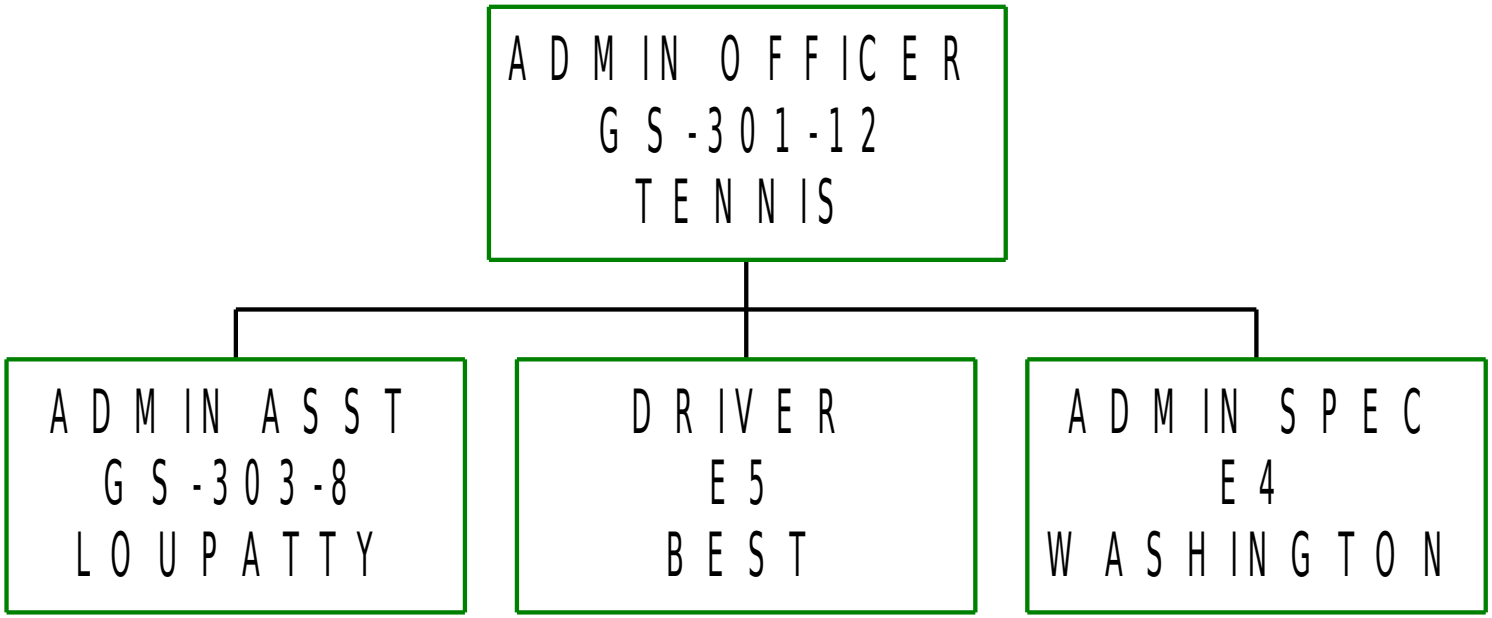
ADMIN OFFICE



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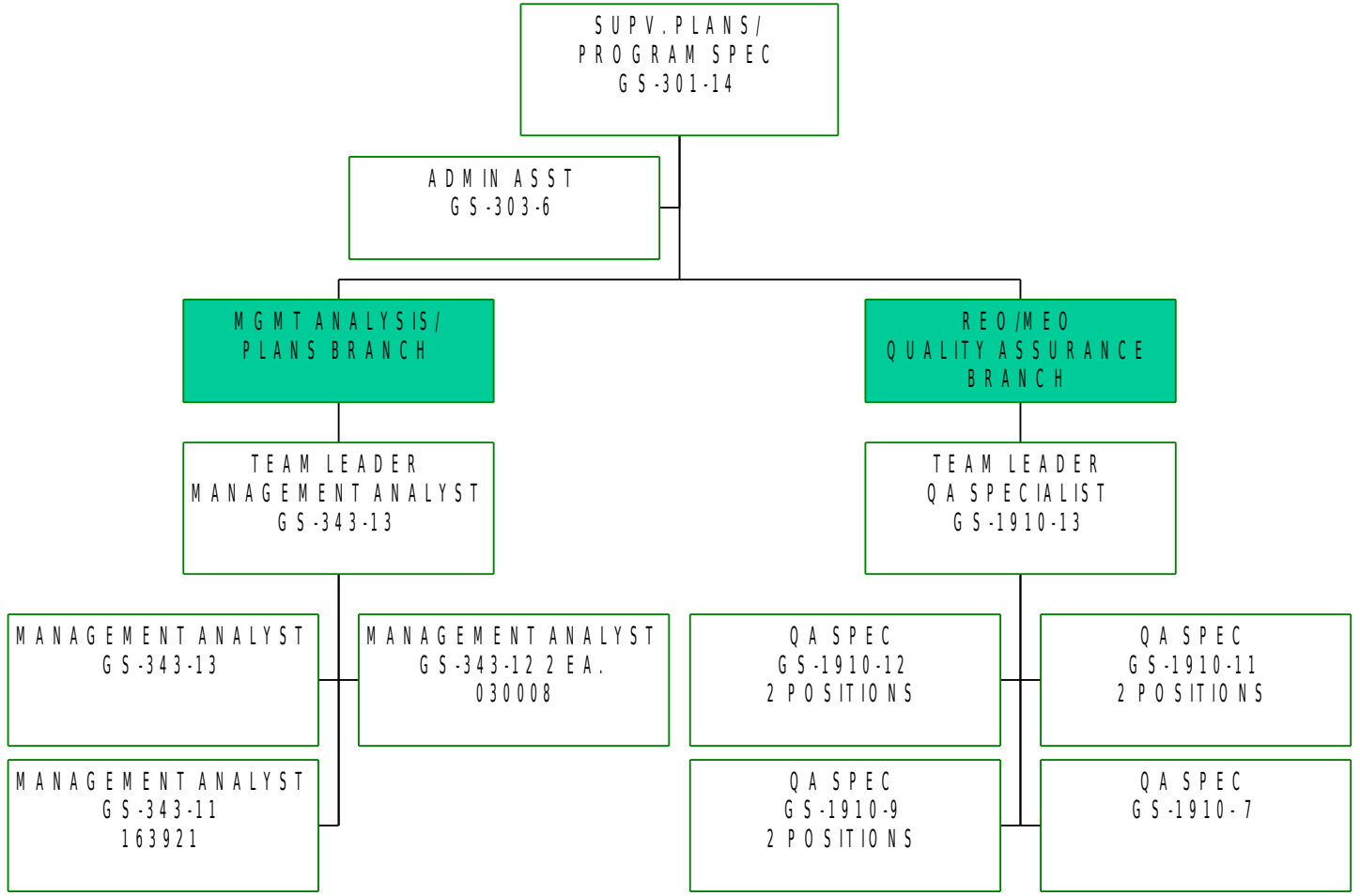
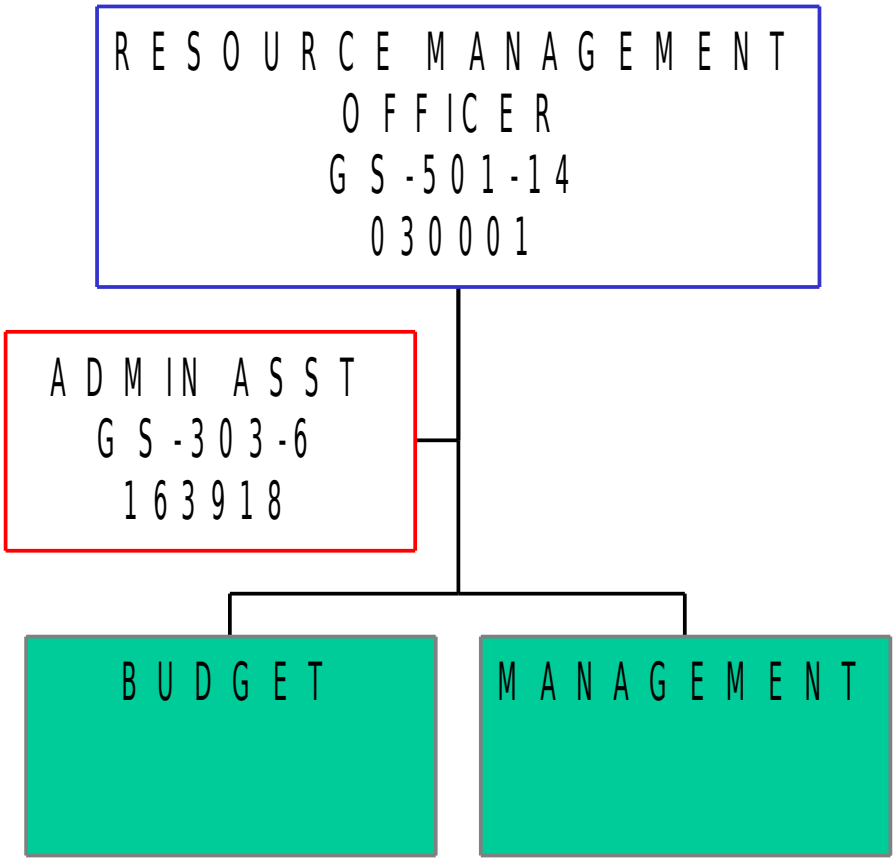
PLANS, ANALYSIS & INTEGRATION



RESOURCE MANAGEMENT OFFICE



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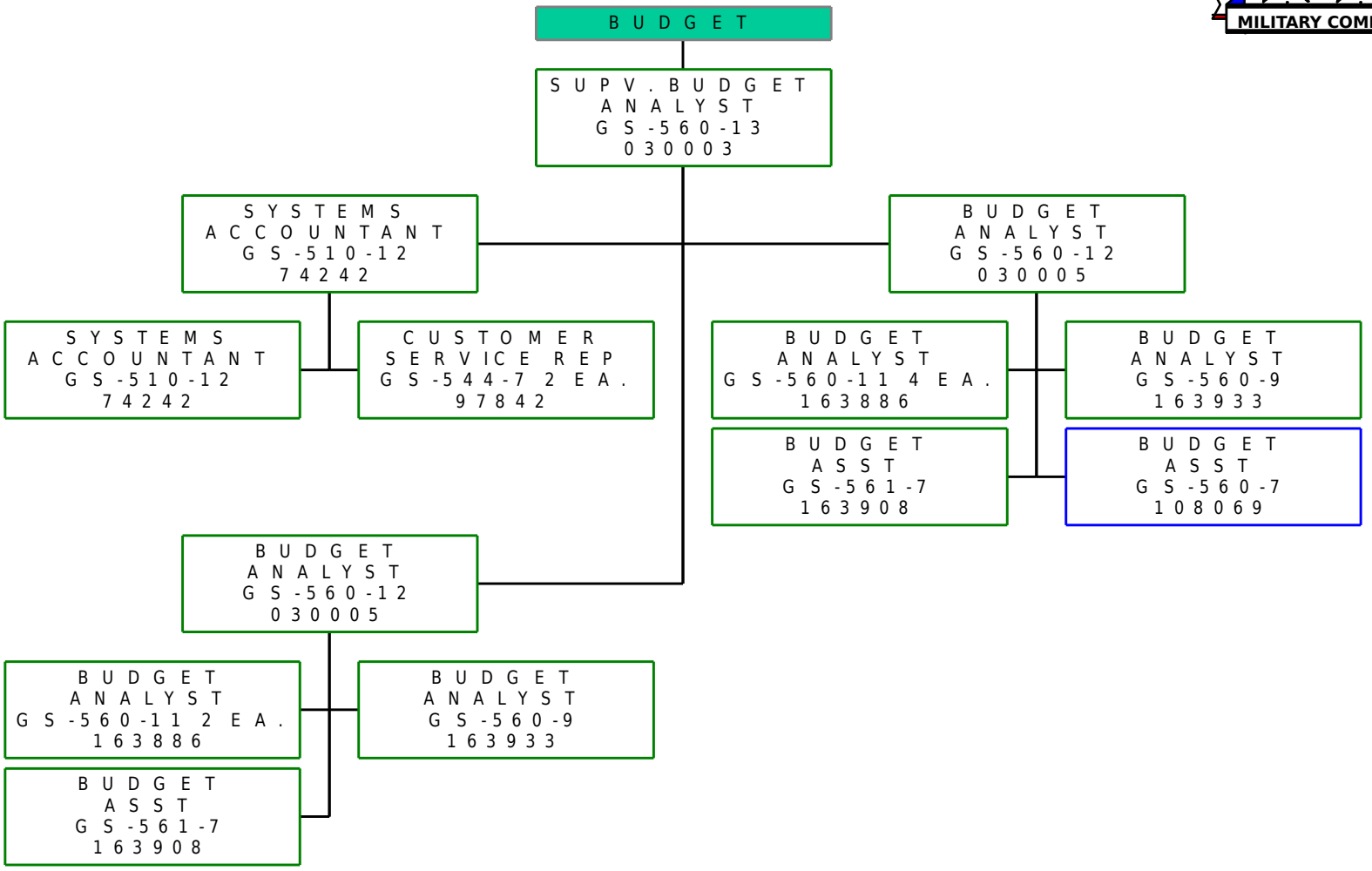
RESOURCE MANAGEMENT OFFICE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SYSTEMS ACCOUNTANT GS-510-12 74242
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SYSTEMS ACCOUNTANT GS-510-12 74242
CUSTOMER SERVICE REP GS-544-7 2 EA. 97842
BUDGET ANALYST GS-560-11 4 EA. 163886
BUDGET ANALYST GS-560-9 163933
BUDGET ASST GS-561-7 163908
BUDGET ASST GS-560-7 108069
BUDGET ANALYST GS-560-12 030005
BUDGET ANALYST GS-560-11 2 EA. 163886
BUDGET ANALYST GS-560-9 163933
BUDGET ASST GS-561-7 163908

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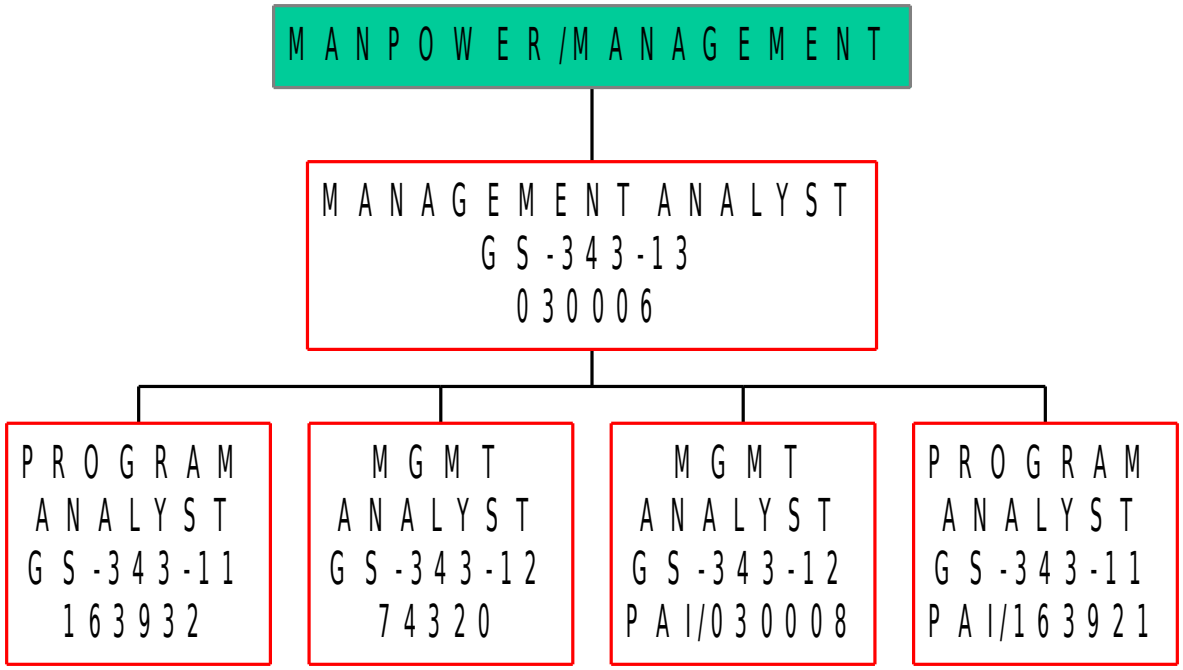
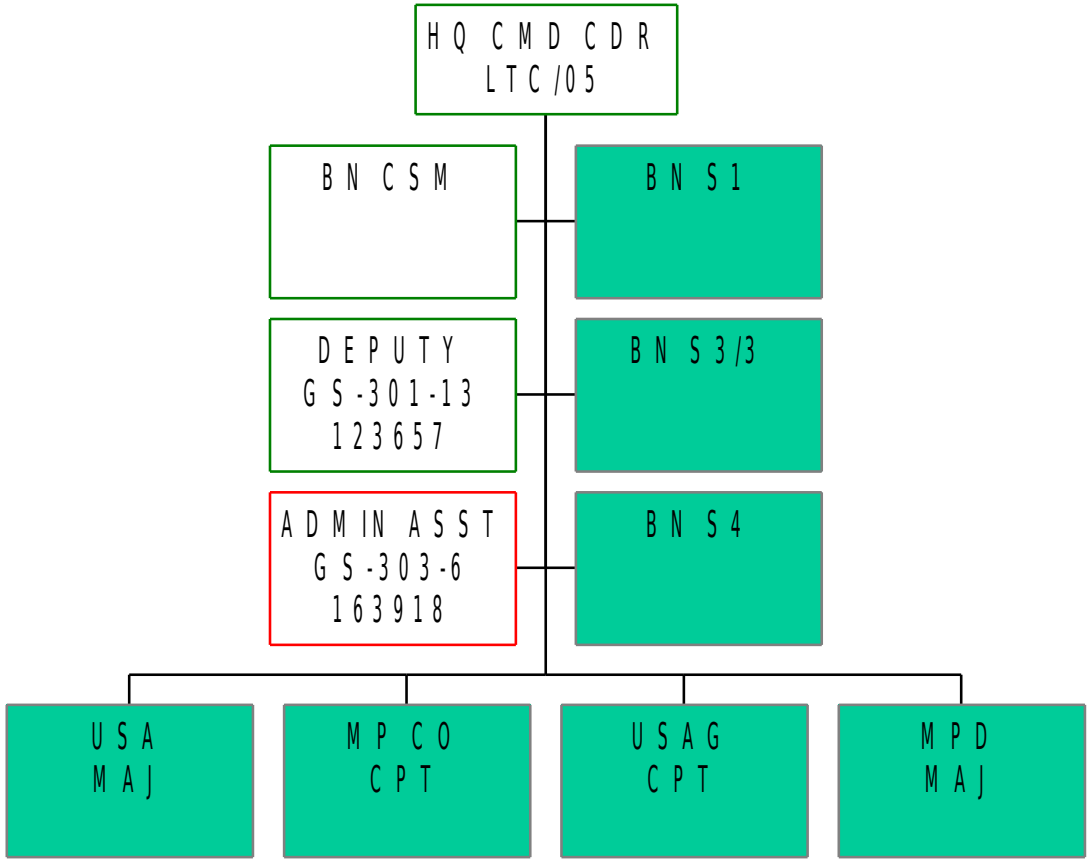
RESOURCE MANAGEMENT OFFICE



HHC/HHD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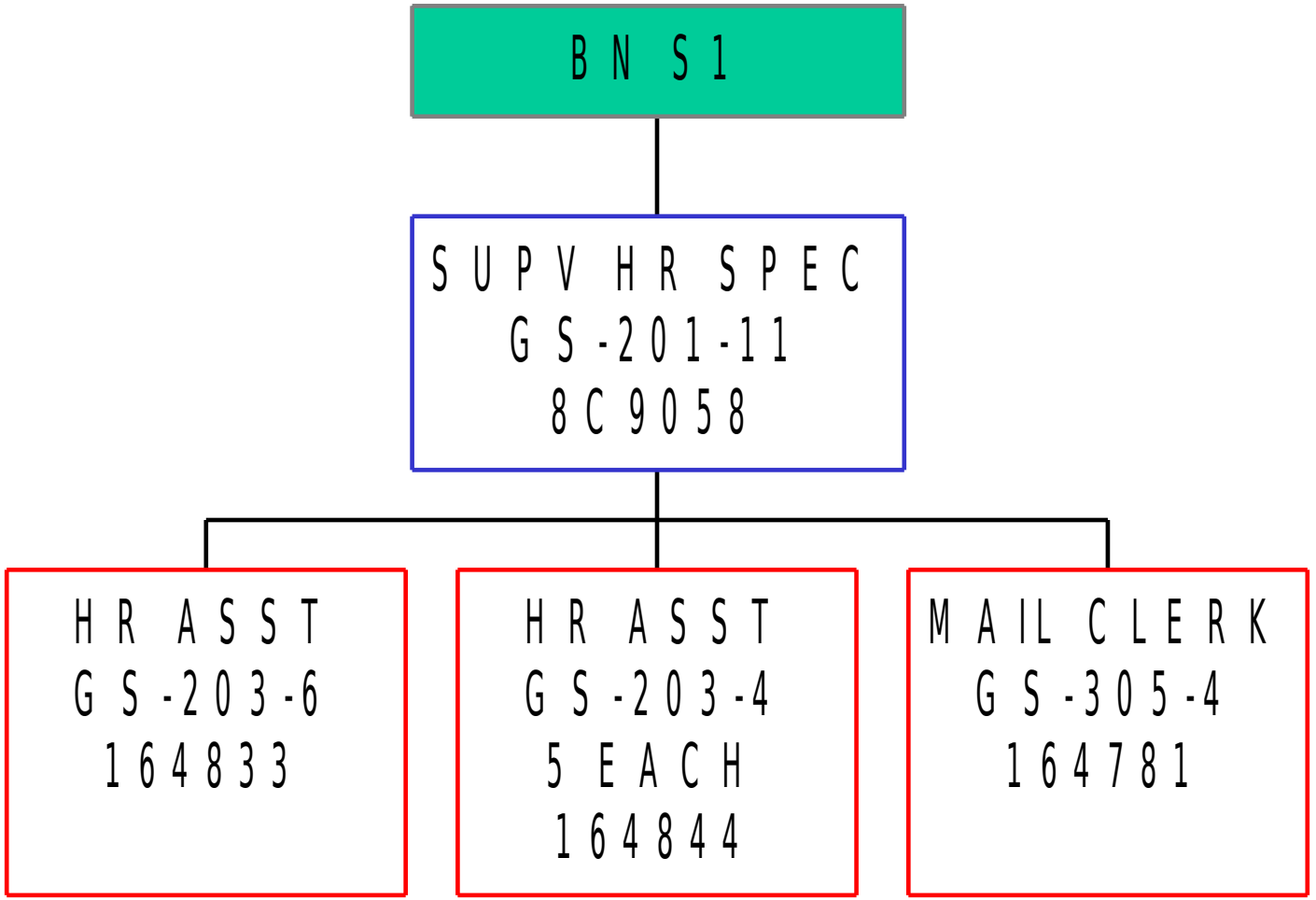
CPT
USAG
CPT
MPD
MAJ

HHC/HHD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G S - 2 0 3 - 6
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H R A S S T
G S - 2 0 3 - 4
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1 6 4 7 8 1

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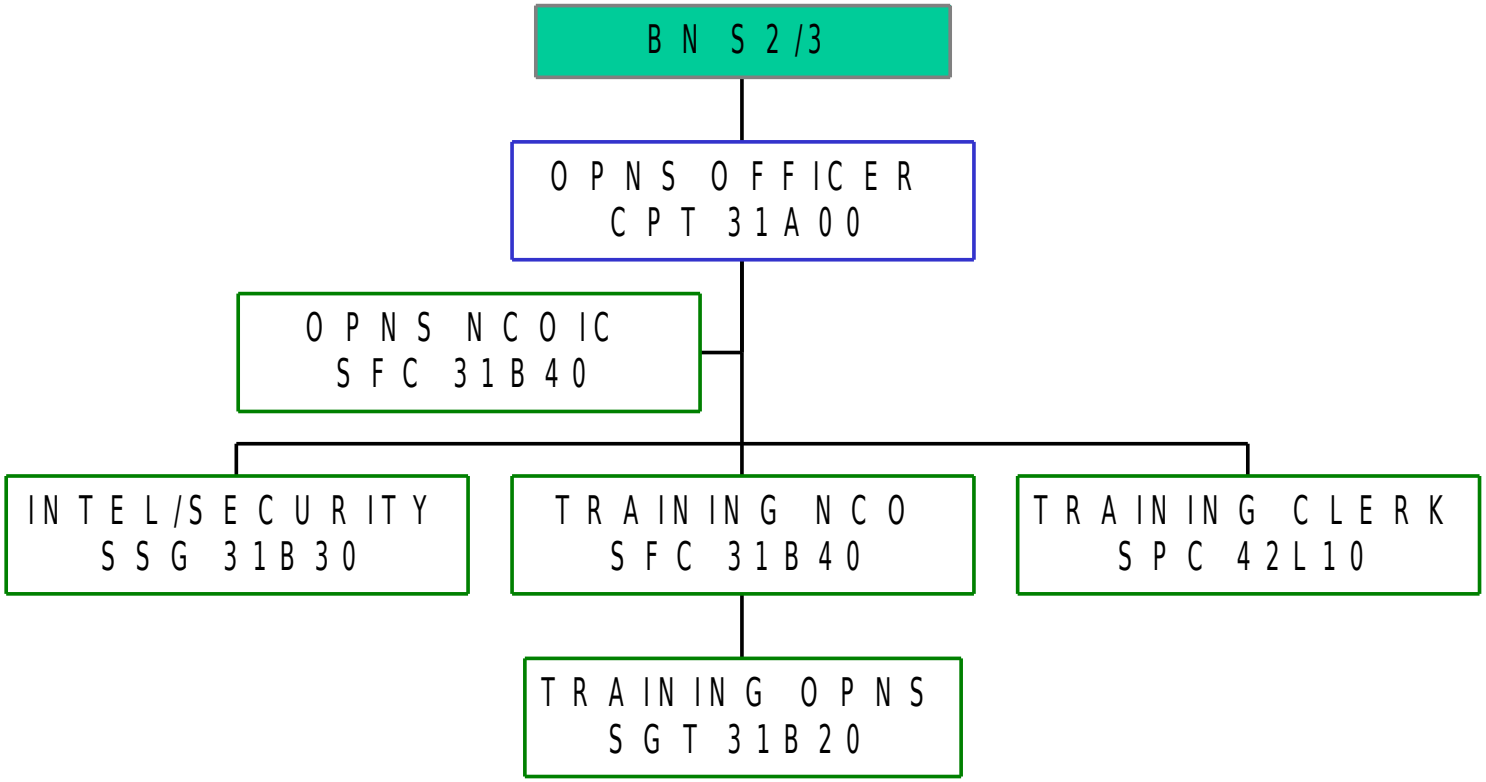
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OPNS NCOIC
SFC 31B40
INTEL/SECURITY
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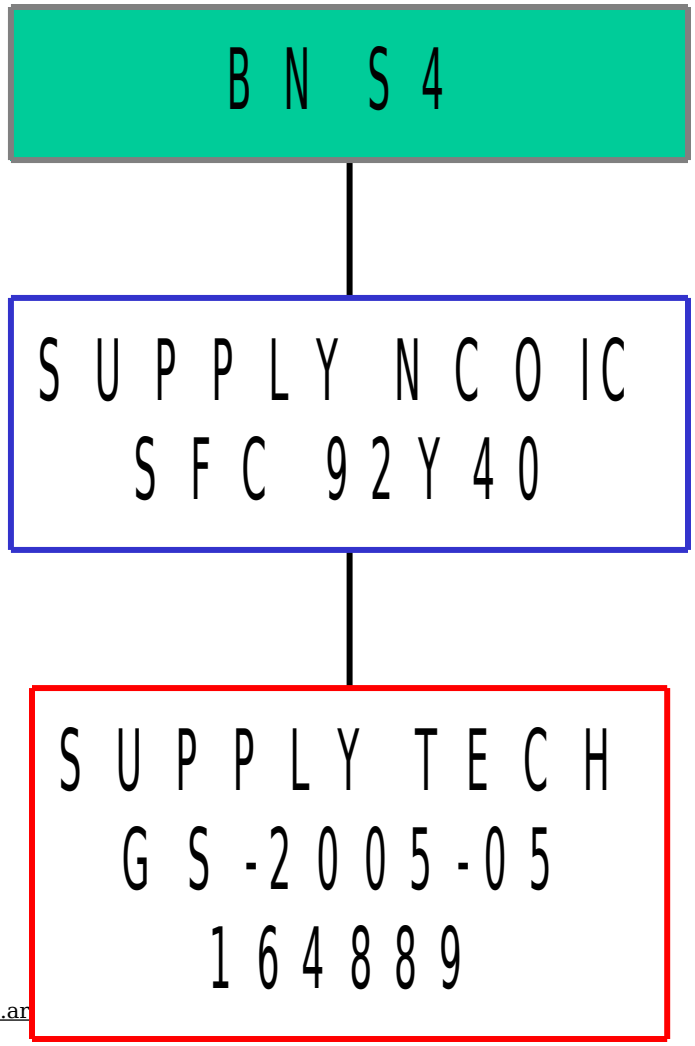

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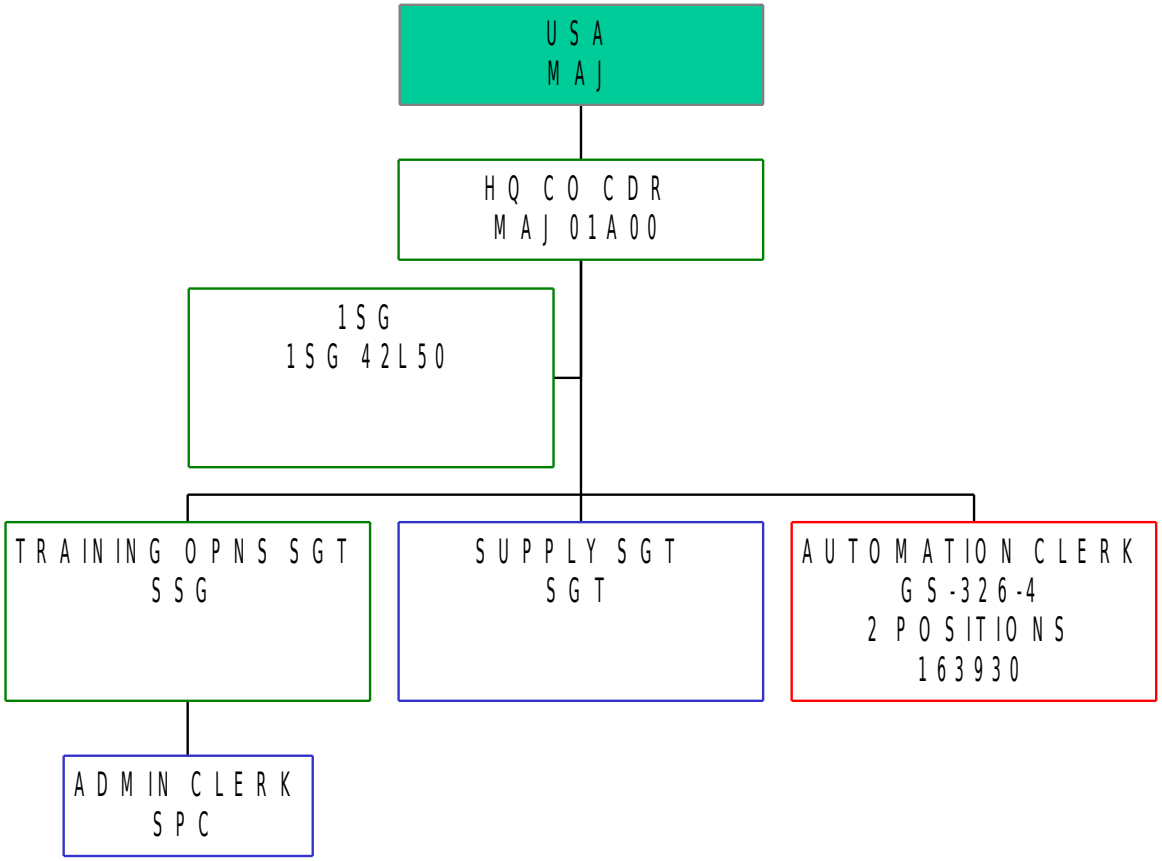
HHC/HHD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1SG 42L50
TRAINING OPNS SGT
SSG
SUPPLY SGT
SGT
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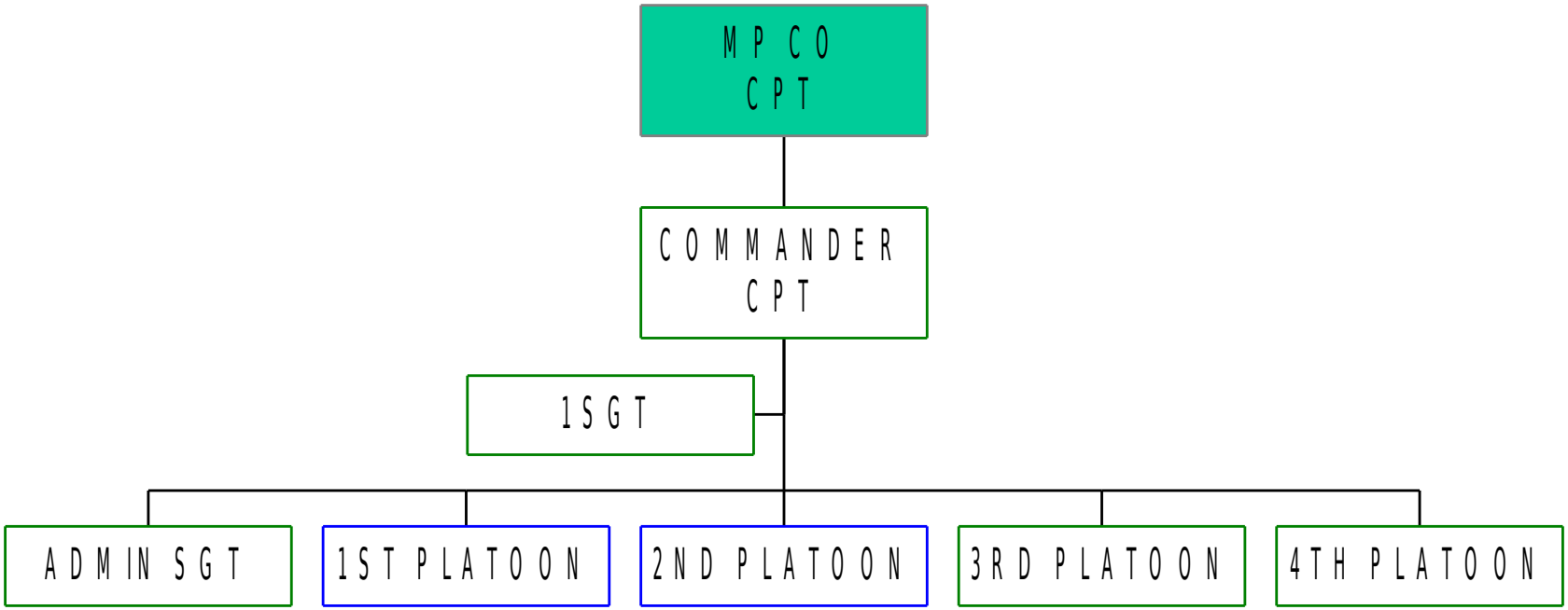
2 POSITIONS
163930
ADMIN CLERK
SPC

HHC/HHD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C P T
C O M M A N D E R
C P T
1 S G T
A D M IN S G T
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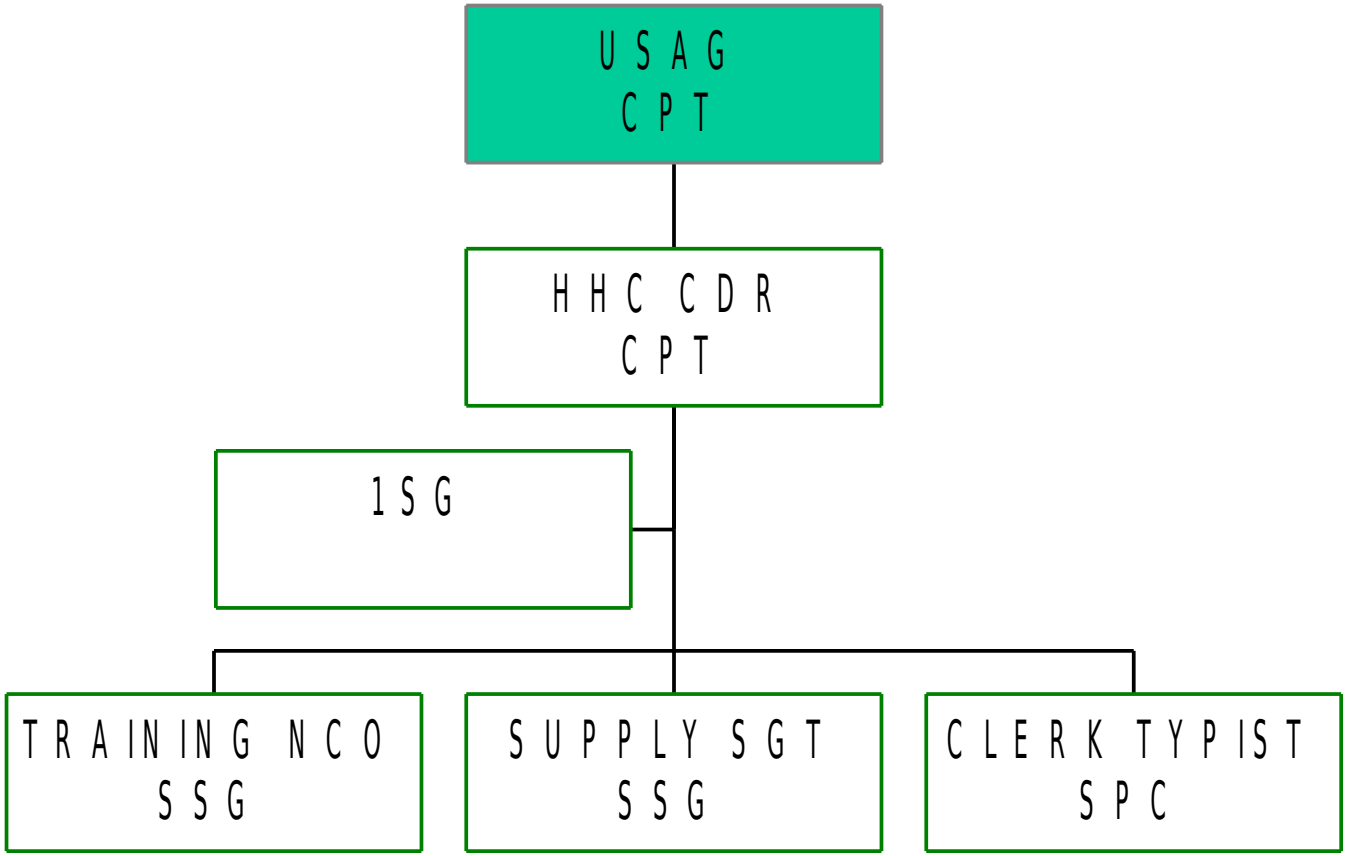
3 R D P L A T O O N
4 T H P L A T O O N

HHC/HHD



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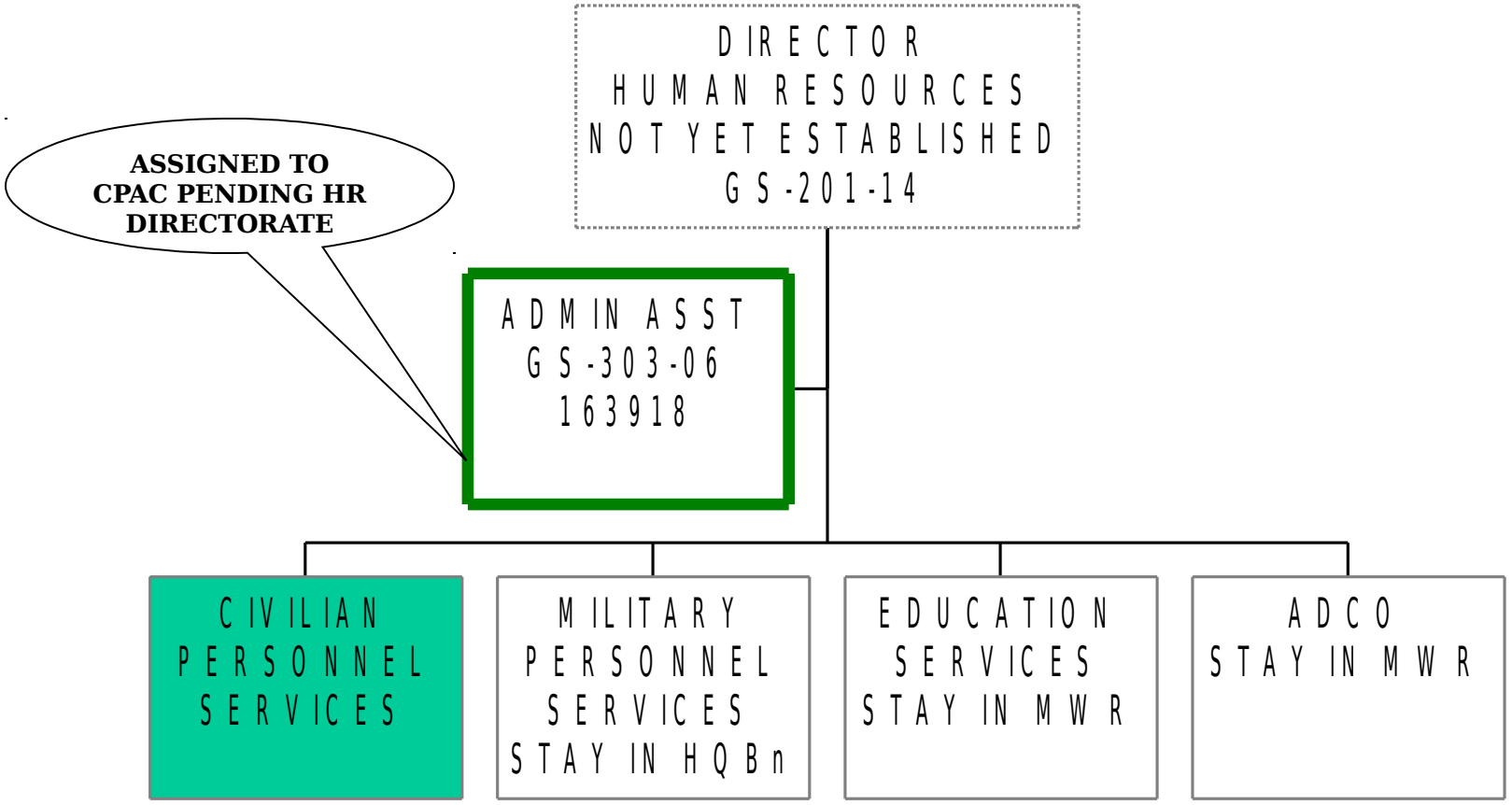
HUMAN RESOURCES DIRECTORATE (DHR)



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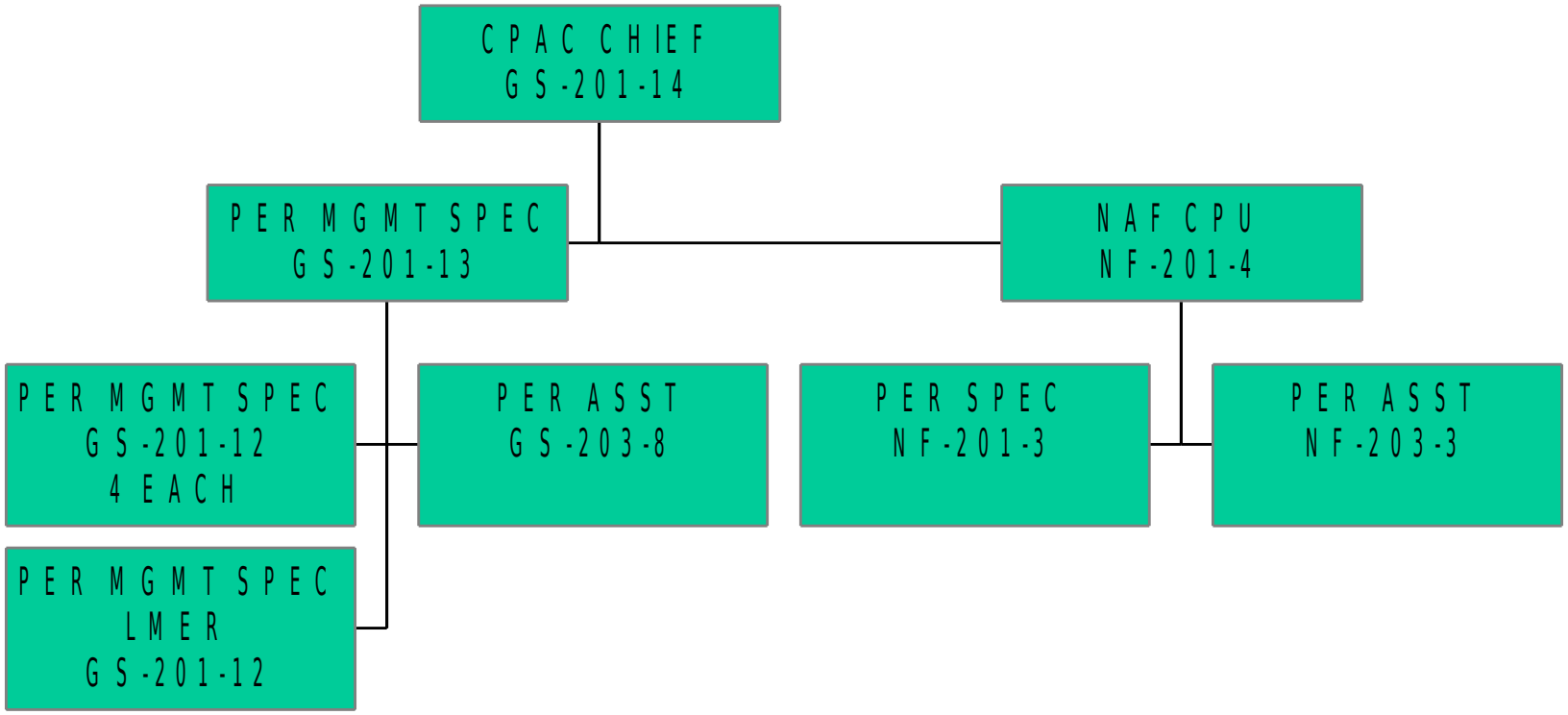
HUMAN RESOURCES DIRECTORATE

CIVILIAN PERSONNEL SERVICES



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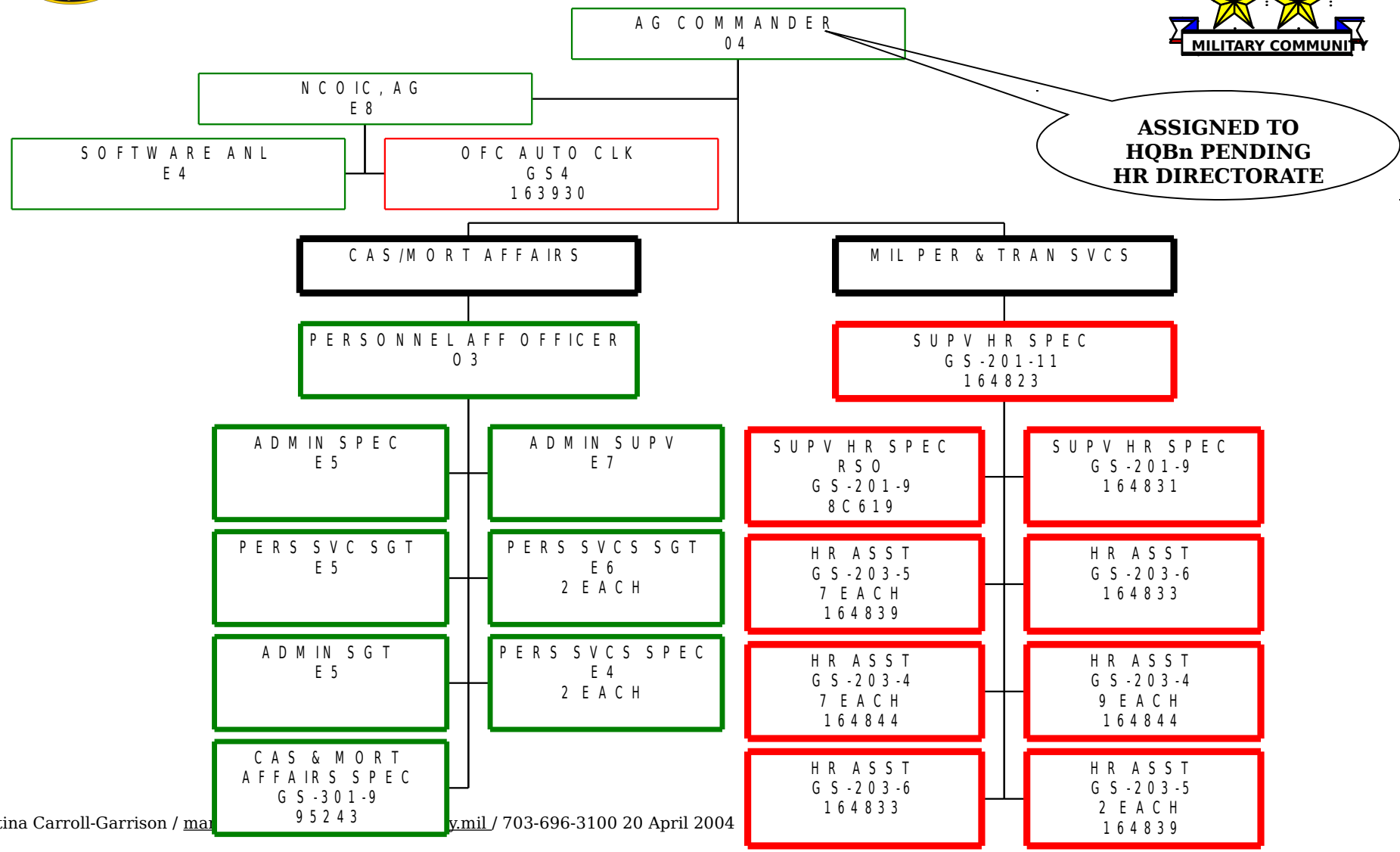
HUMAN RESOURCES DIRECTORATE

MILITARY PERSONNEL SERVICES



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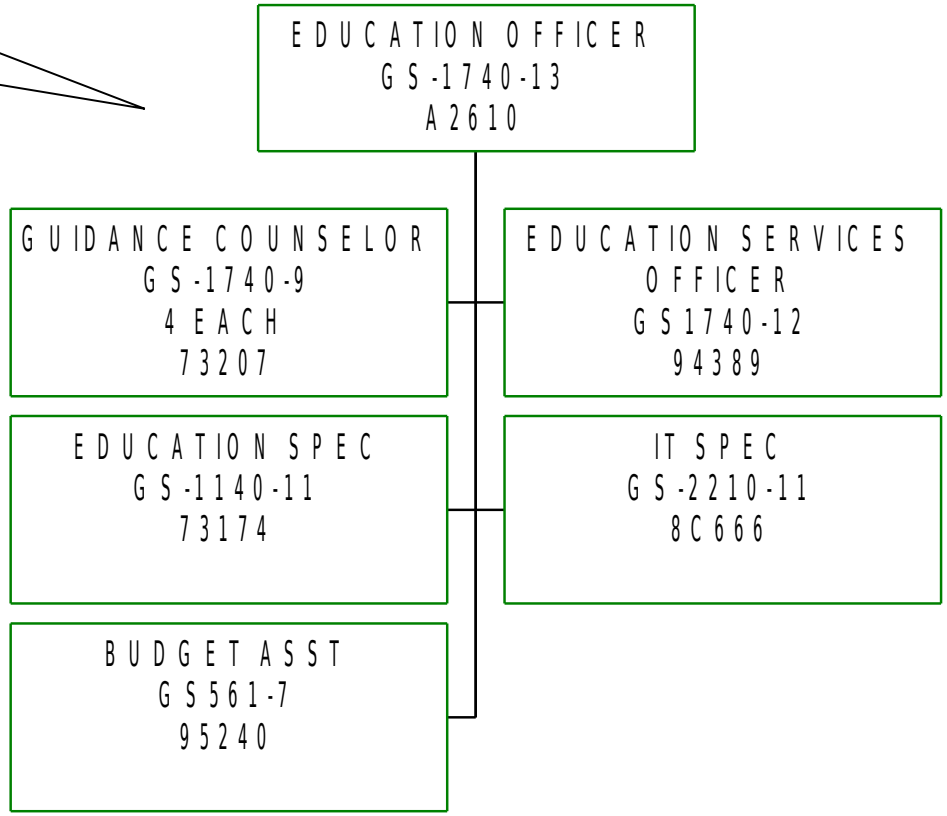
HUMAN RESOURCES DIRECTORATE

EDUCATION SERVICES

ASSIGNED TO MWR PENDING HR DIRECTORATE



REO
MEO
SGO & MIL/CIV CONV

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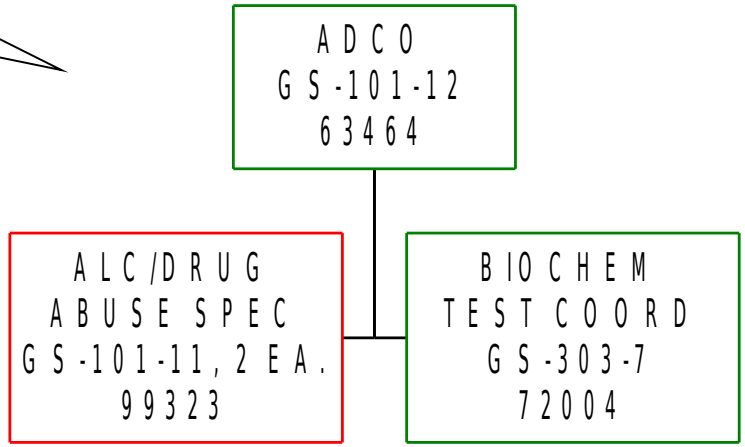
HUMAN RESOURCES DIRECTORATE

ADCO

ASSIGNED TO MWR PENDING HR DIRECTORATE



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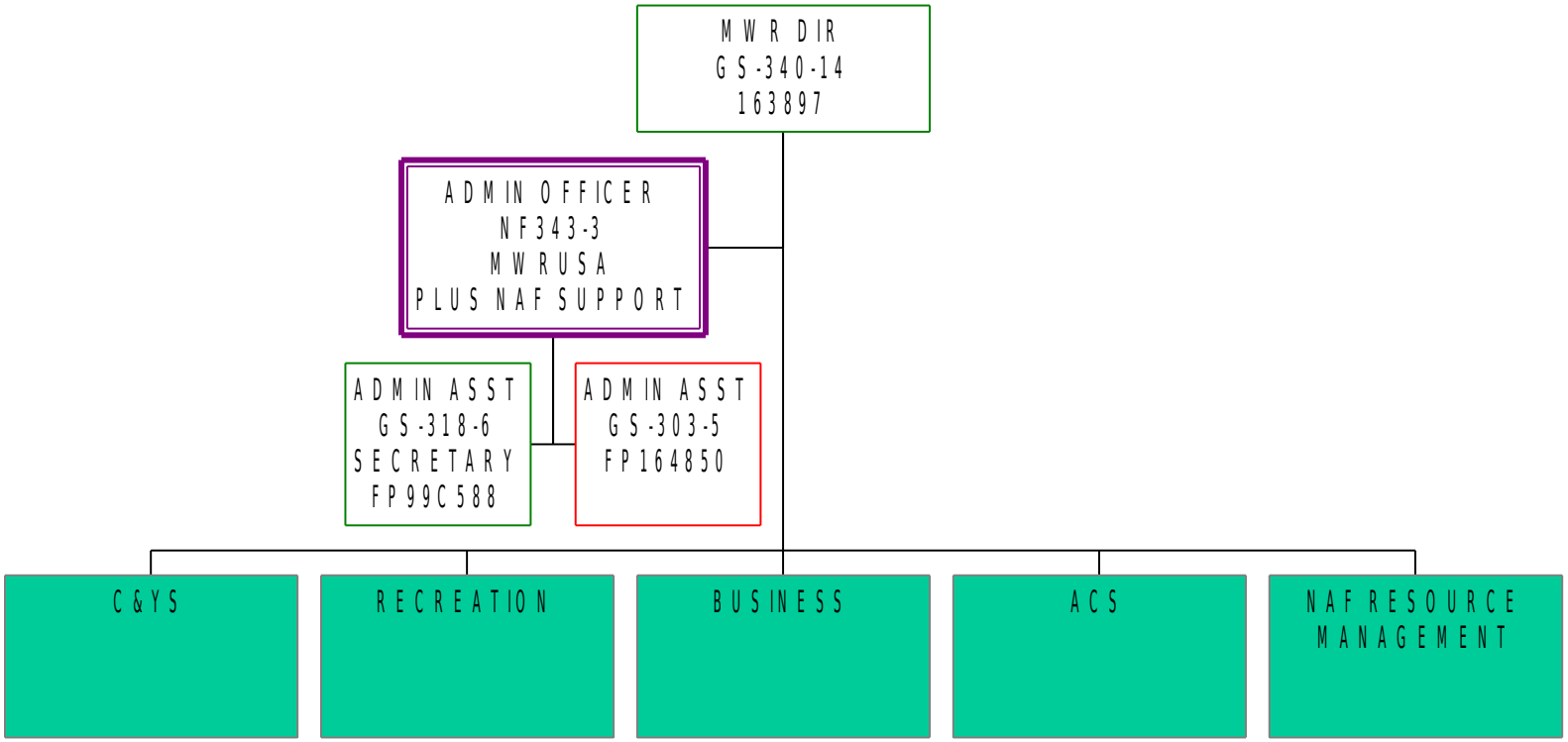
MWR DIRECTORATE



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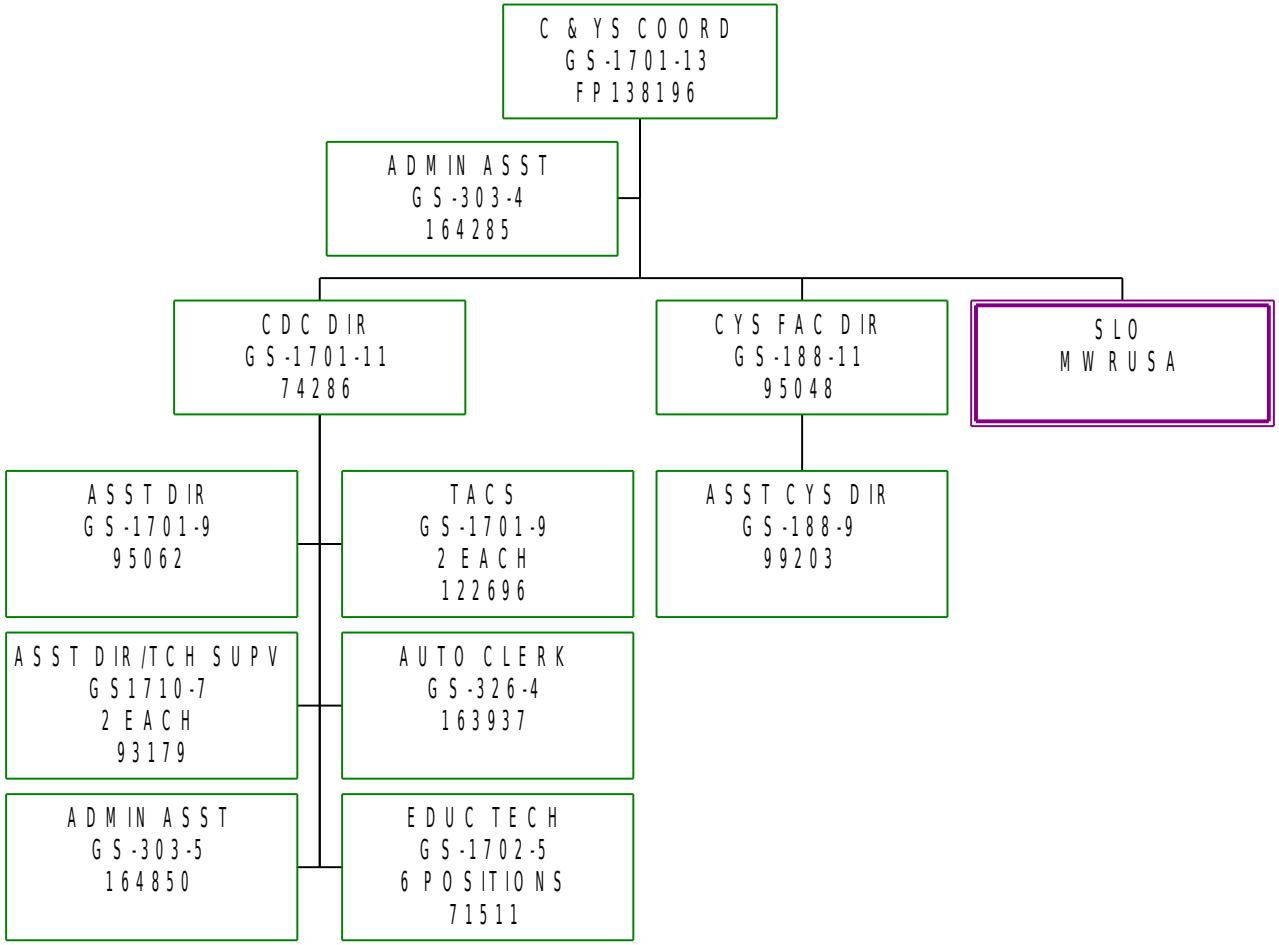
MWR DIRECTORATE

C & Y S



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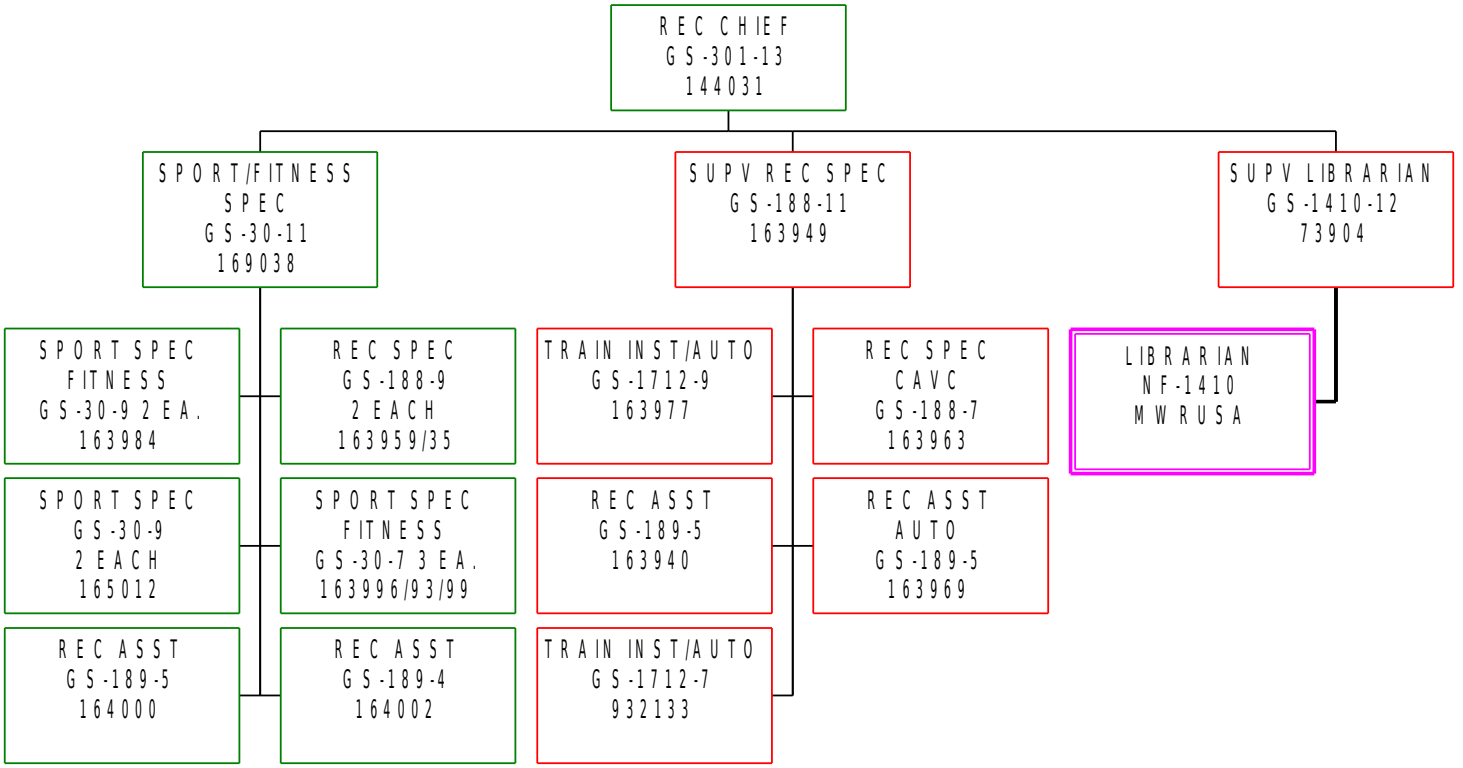
MWR DIRECTORATE

RECREATION



MWR DIRECTORATE

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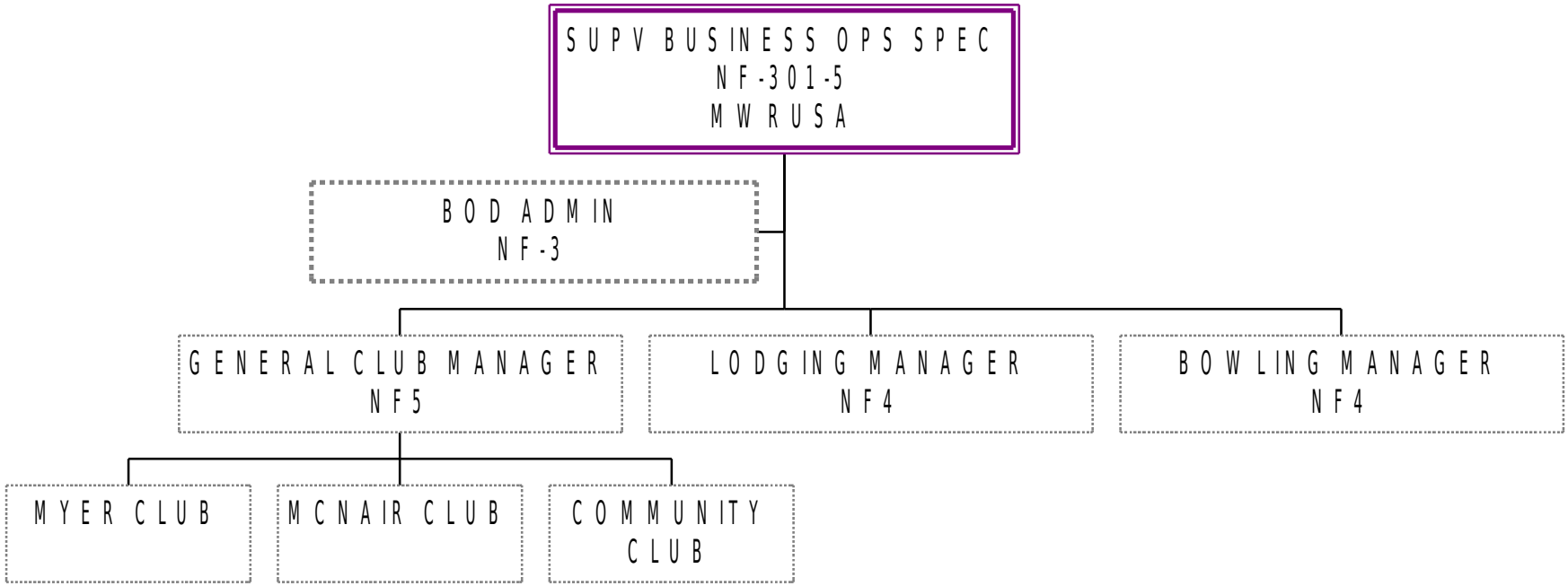

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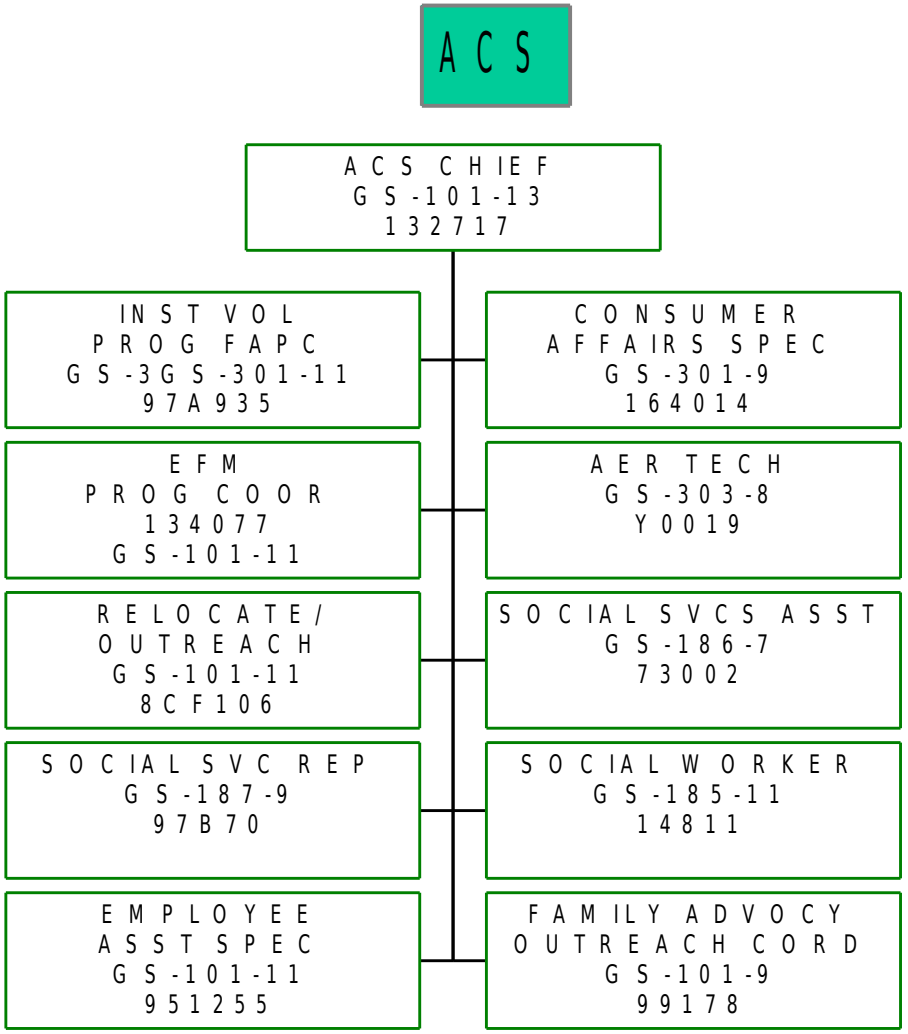

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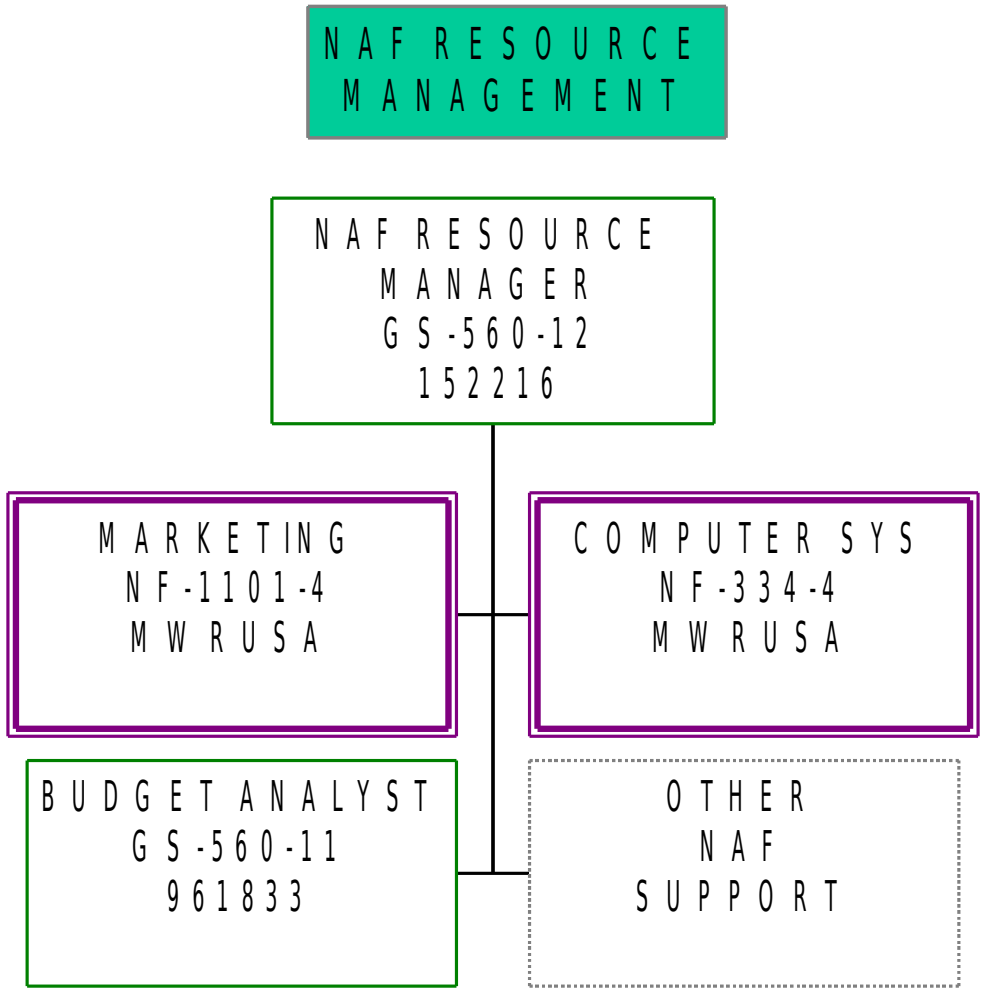

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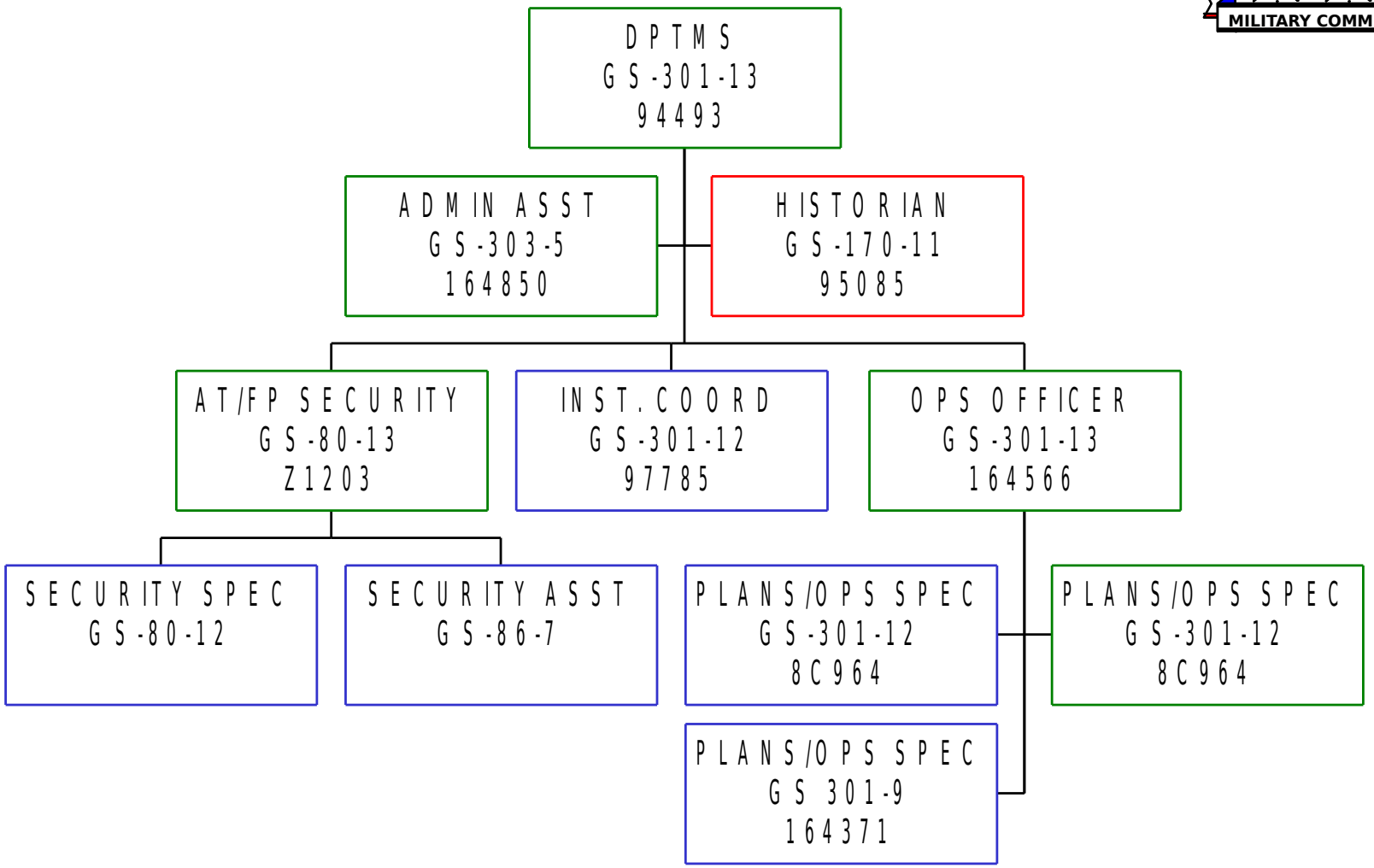
DPTMS



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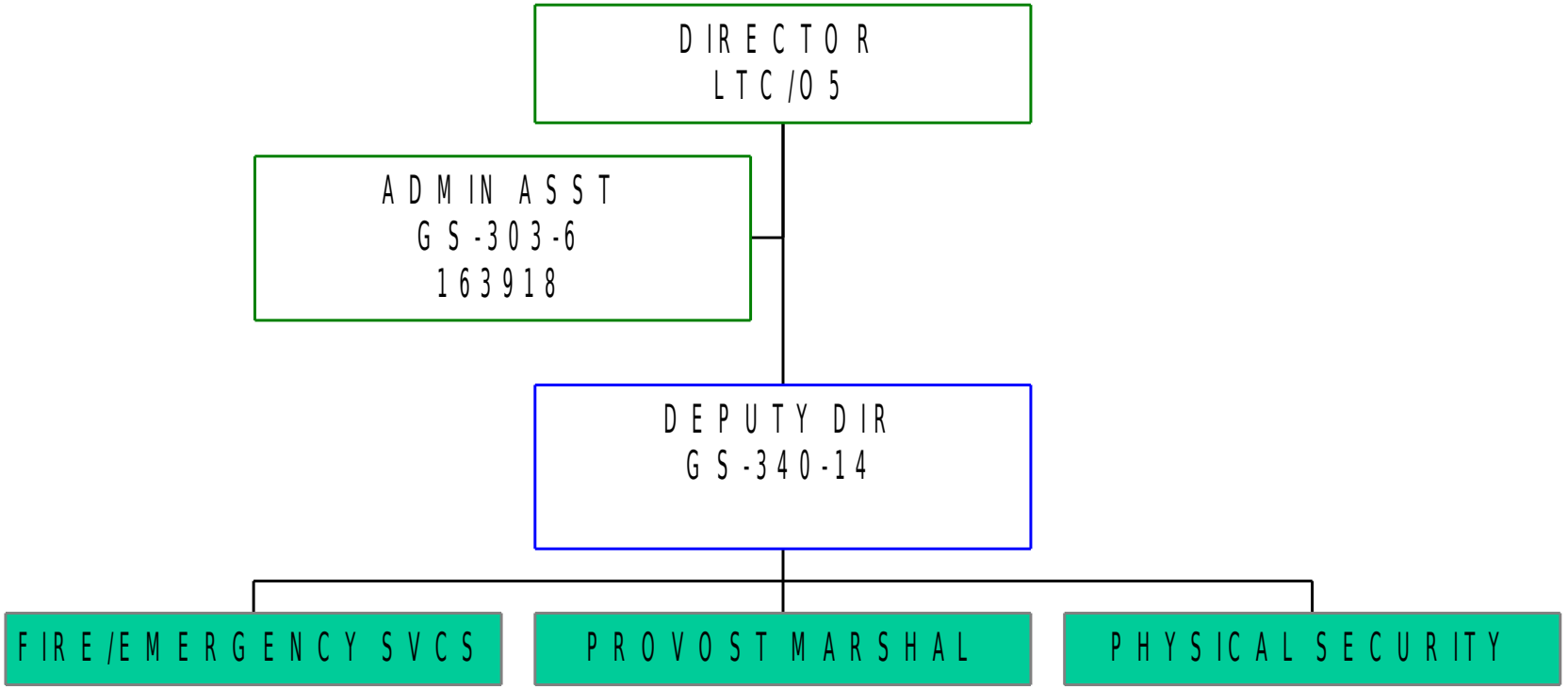
DIRECTORATE EMERGENCY SERVICES



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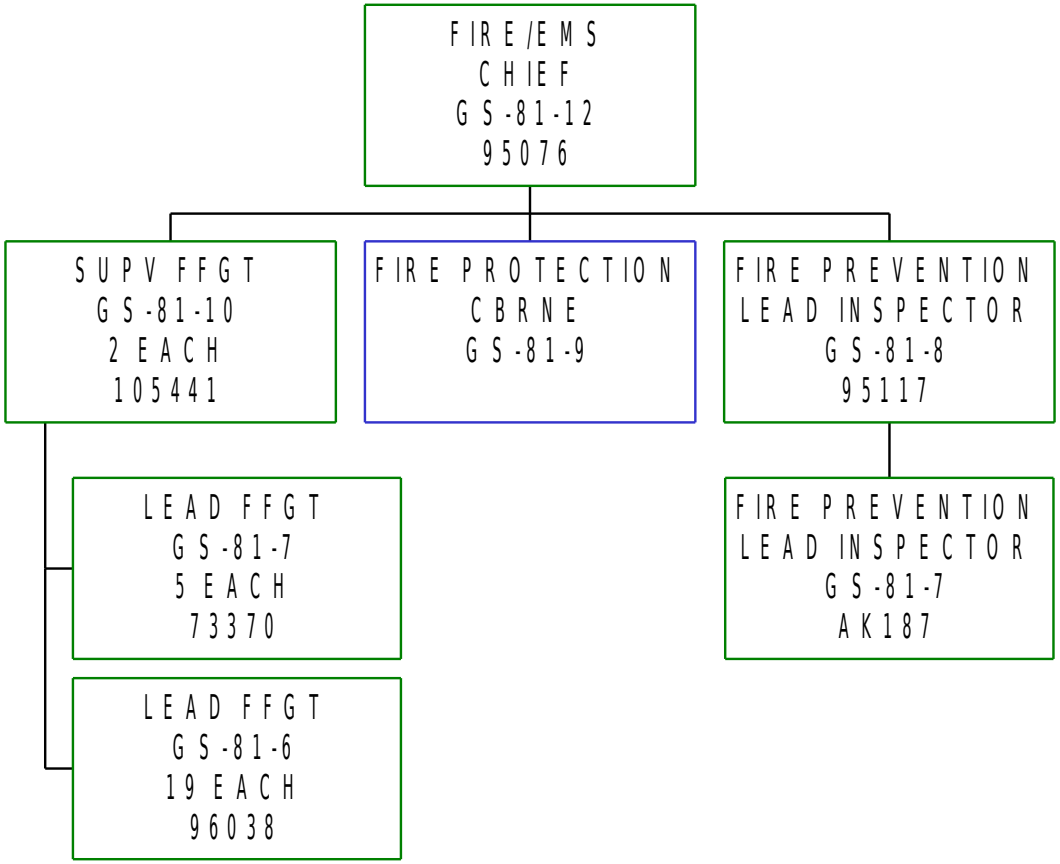
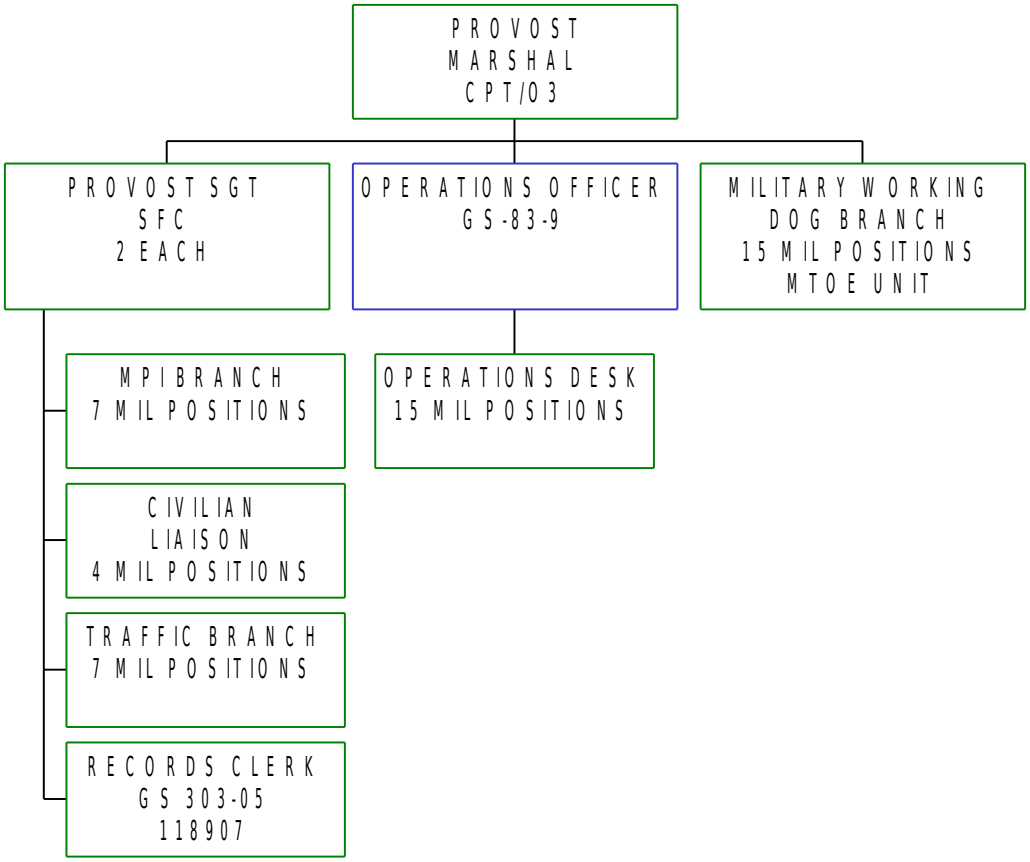
DIRECTORATE EMERGENCY SERVICES



DIRECTORATE EMERGENCY SERVICES


PROVOST MARSHAL CPT/O3
PROVOST SGT SFC 2 EACH
OPERATIONS OFFICER GS-83-9
MILITARY WORKING DOG BRANCH 15 MIL POSITIONS MTOE UNIT
MPI BRANCH 7 MIL POSITIONS
OPERATIONS DESK 15 MIL POSITIONS
CIVILIAN LIAISON 4 MIL POSITIONS
TRAFFIC BRANCH 7 MIL POSITIONS
RECORDS CLERK GS 303-05 118907

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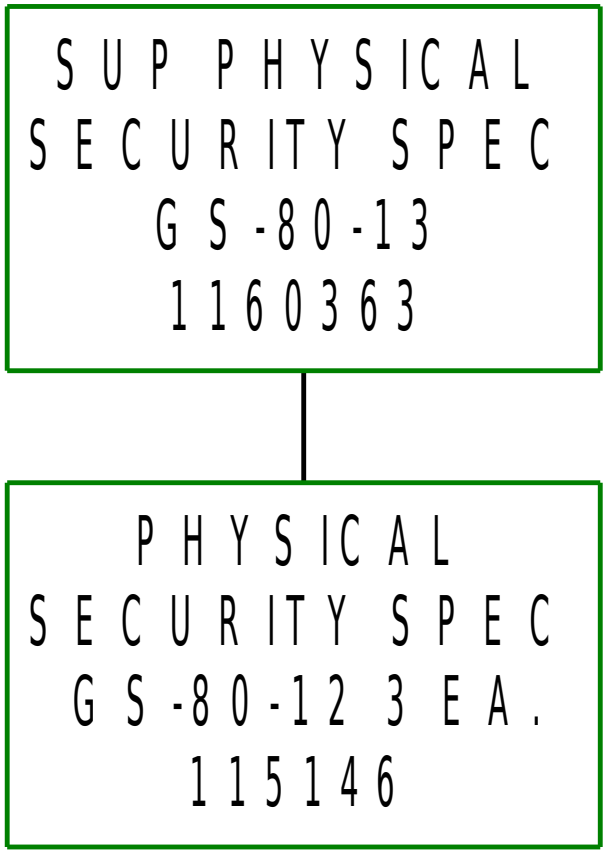
DIRECTORATE EMERGENCY SERVICES



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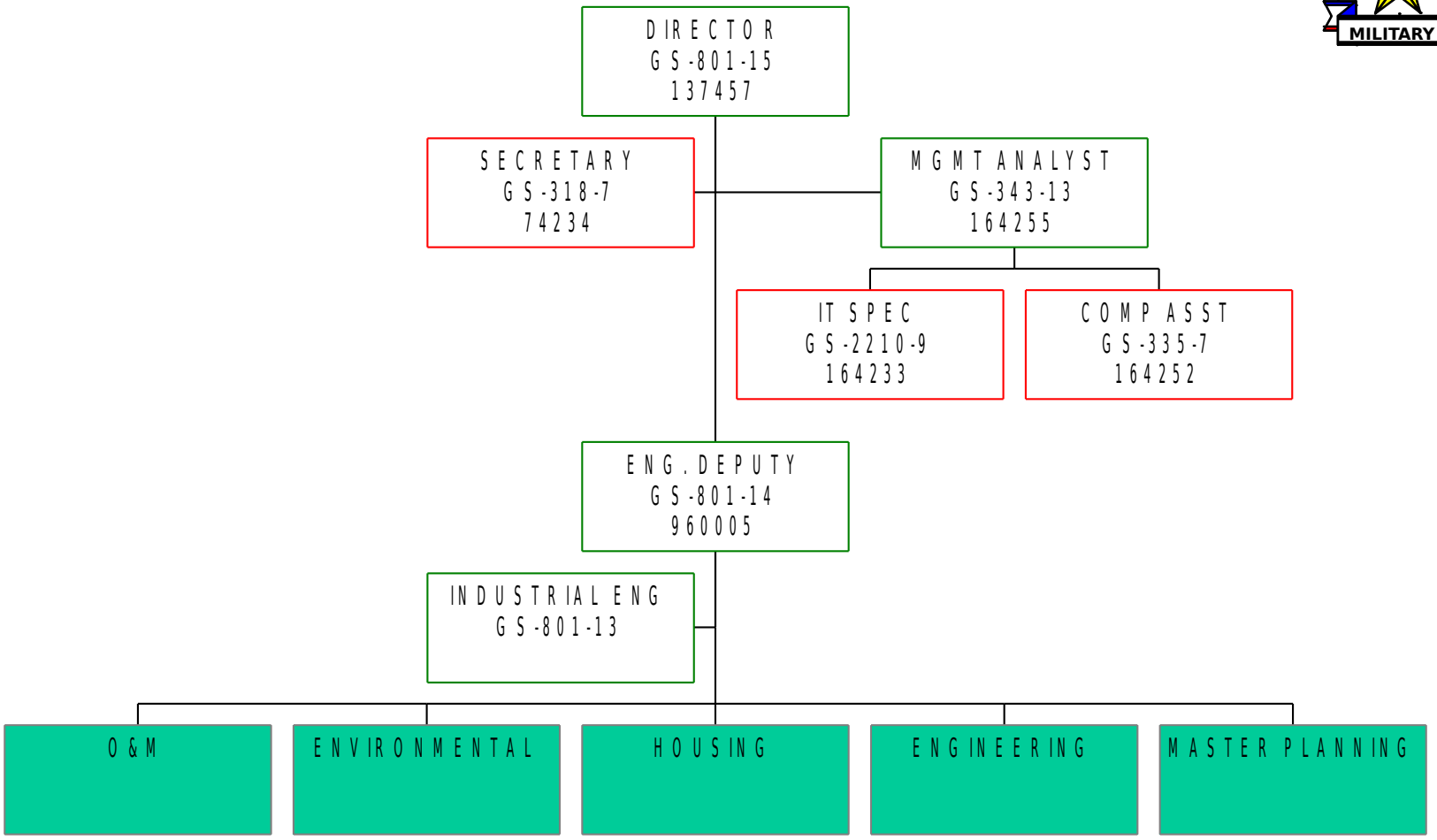
DIRECTORATE OF PUBLIC WORKS



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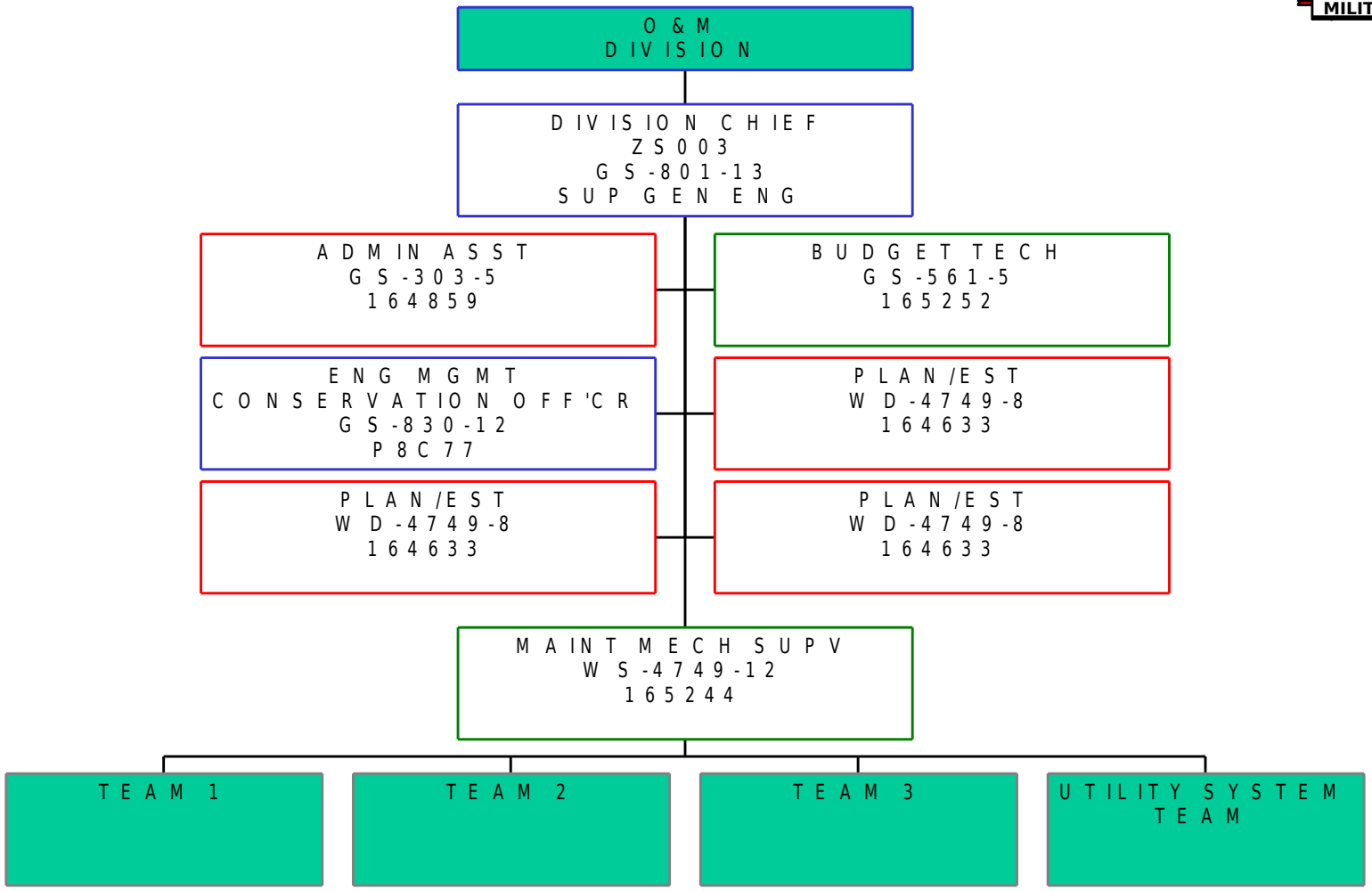
DIRECTORATE OF PUBLIC WORKS



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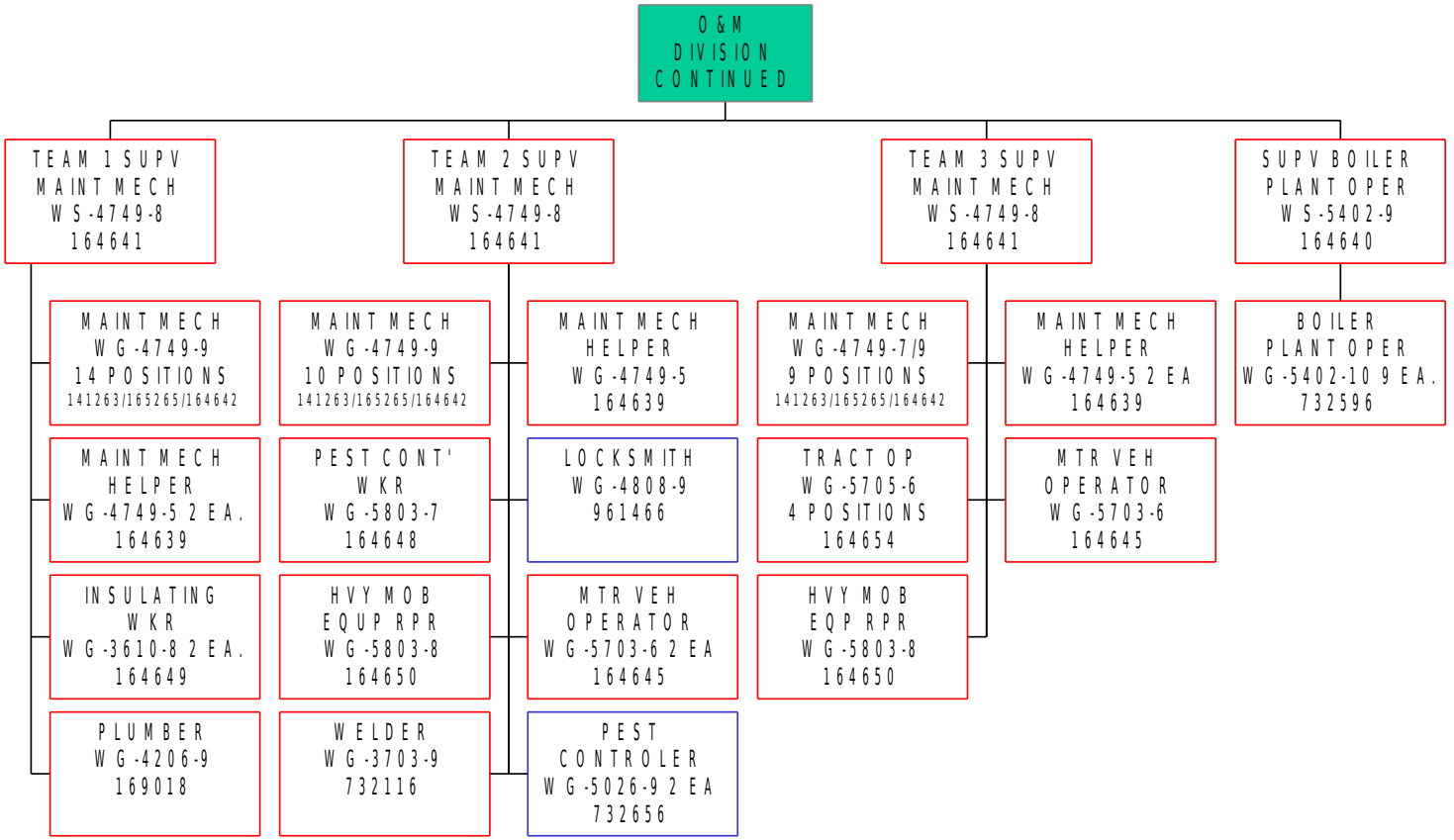
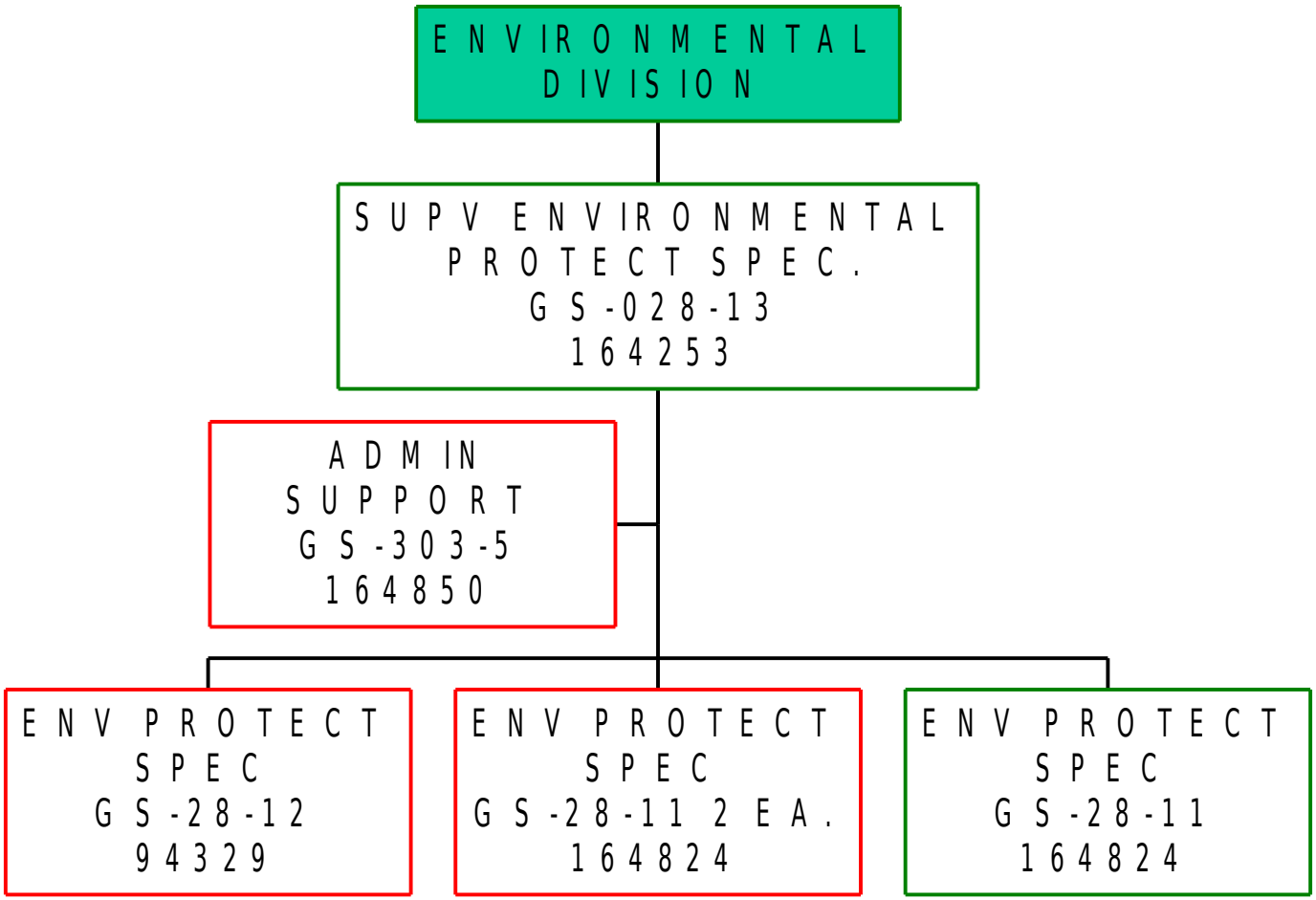
DIRECTORATE OF PUBLIC WORKS



DIRECTORATE OF PUBLIC WORKS


ENVIRONMENTAL DIVISION
SUPV ENVIRONMENTAL PROTECT SPEC. GS-028-13 164253
ADMIN SUPPORT GS-303-5 164850
ENV PROTECT SPEC GS-28-12 94329
ENV PROTECT SPEC GS-28-11 2 EA. 164824
ENV PROTECT SPEC GS-28-11 164824

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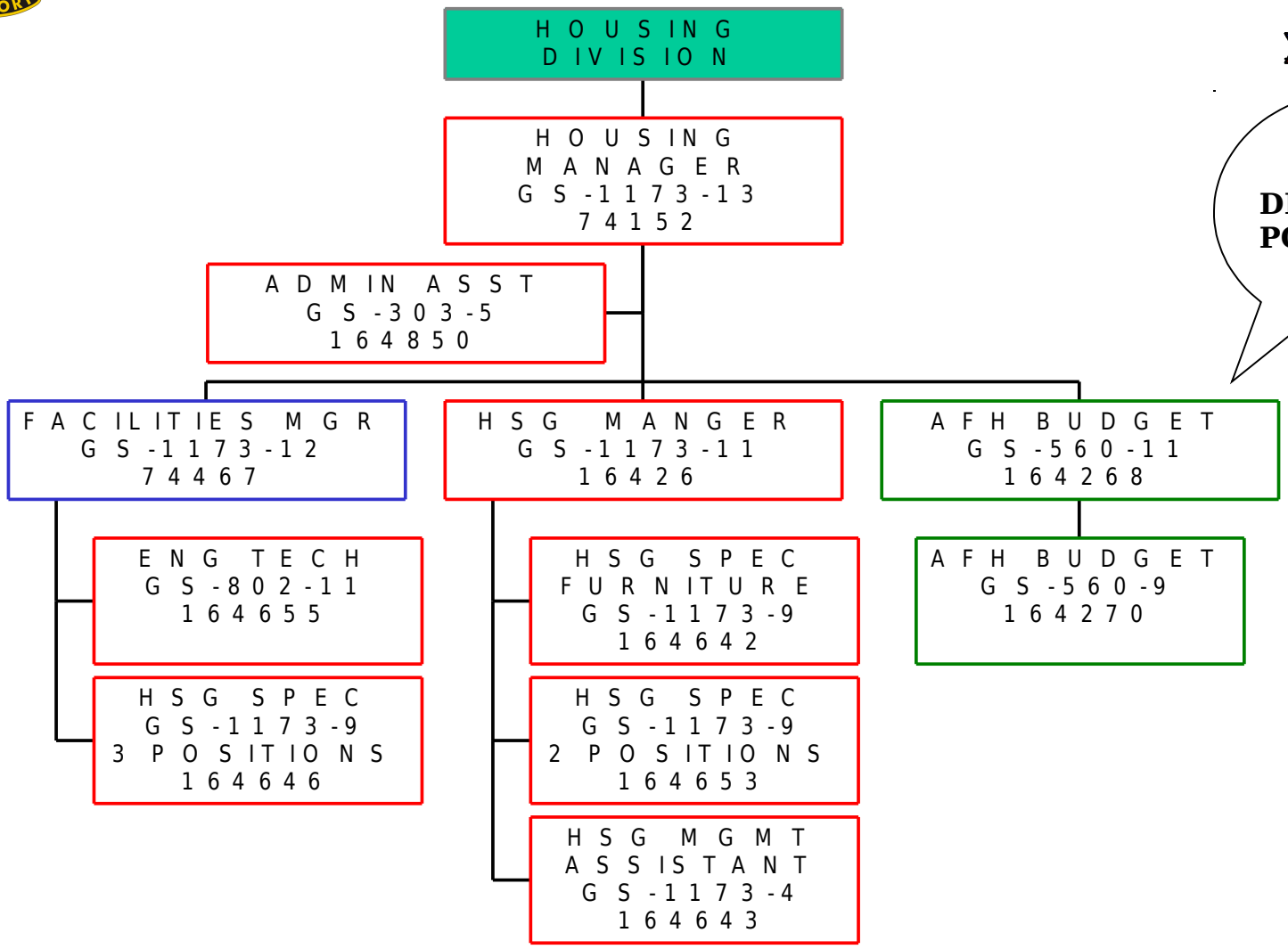
DIRECTORATE OF PUBLIC WORKS


HOUSING DIVISION
HOUSING MANAGER GS-1173-13 74152
ADMIN ASST GS-303-5 164850
FACILITIES MGR GS-1173-12 74467
HSG MANGER GS-1173-11 16426
AFH BUDGET GS-560-11 164268
ENG TECH GS-802-11 164655
HSG SPEC GS-1173-9 3 POSITIONS 164646
HSG SPEC FURNITURE GS-1173-9 164642
HSG SPEC GS-1173-9 2 POSITIONS 164653
HSG MGMT ASSISTANT GS-1173-4 164643
AFH BUDGET GS-560-9 164270
DRM REO POSITIONS

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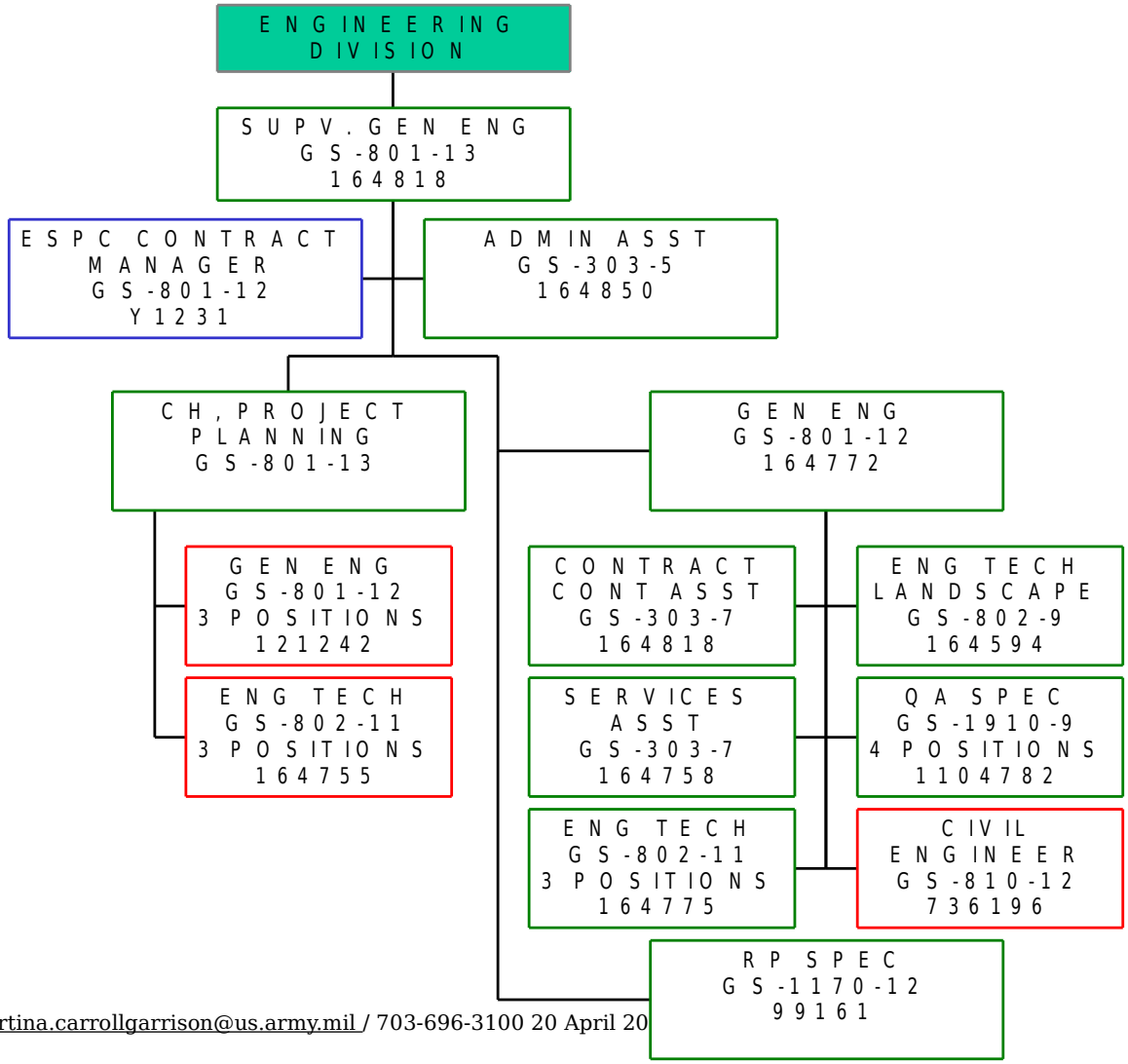
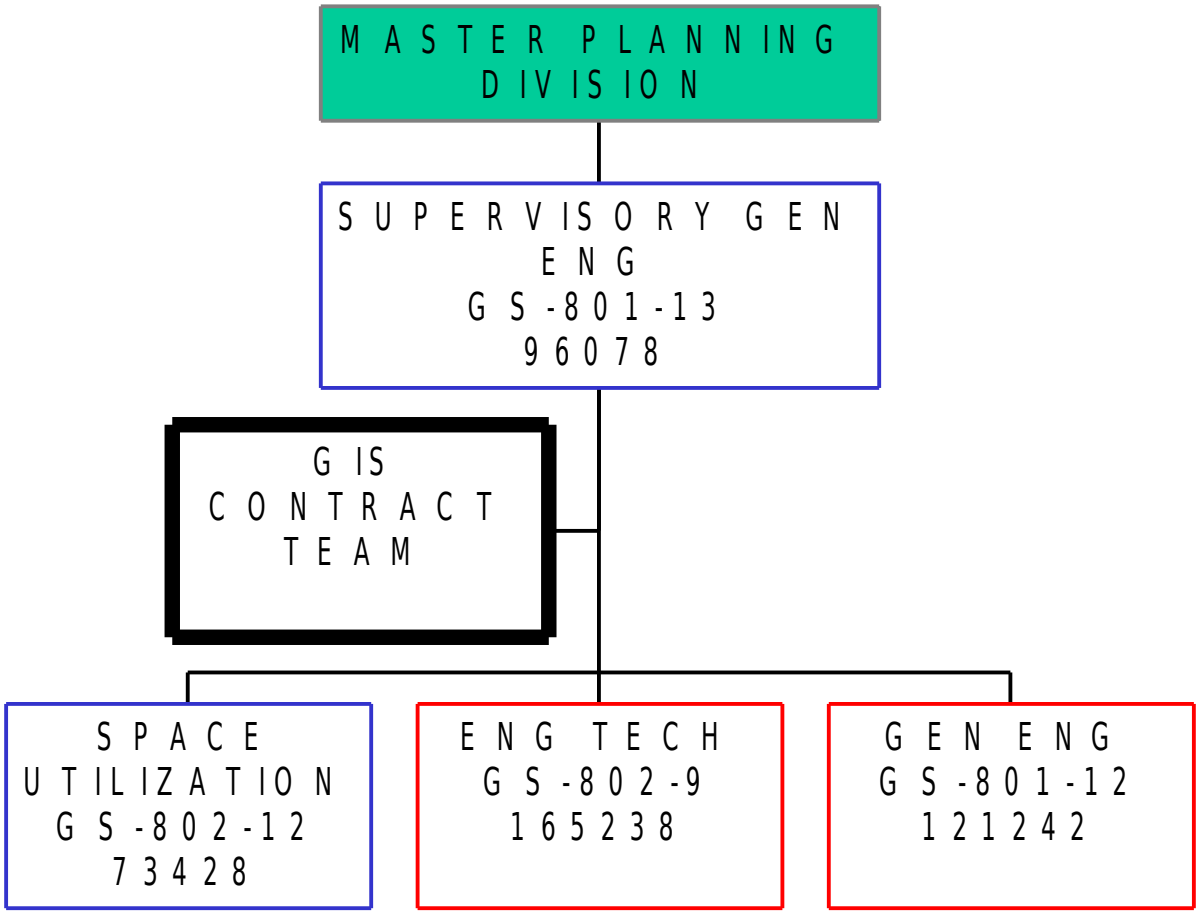
DIRECTORATE OF PUBLIC WORKS


ENGINEERING DIVISION
SUPV. GEN ENG GS-801-13 164818
ESPC CONTRACT MANAGER GS-801-12 Y1231
ADMIN ASST GS-303-5 164850
CH, PROJECT PLANNING GS-801-13
GEN ENG GS-801-12 164772
GEN ENG GS-801-12 3 POSITIONS 121242
ENG TECH GS-802-11 3 POSITIONS 164755
CONTRACT CONT ASST GS-303-7 164818
ENG TECH LANDSCAPE GS-802-9 164594
SERVICES ASST GS-303-7 164758
QA SPEC GS-1910-9 4 POSITIONS 1104782
ENG TECH GS-802-11 3 POSITIONS 164775
CIVIL ENGINEER GS-810-12 736196
RP SPEC GS-1170-12 99161

DIRECTORATE OF PUBLIC WORKS



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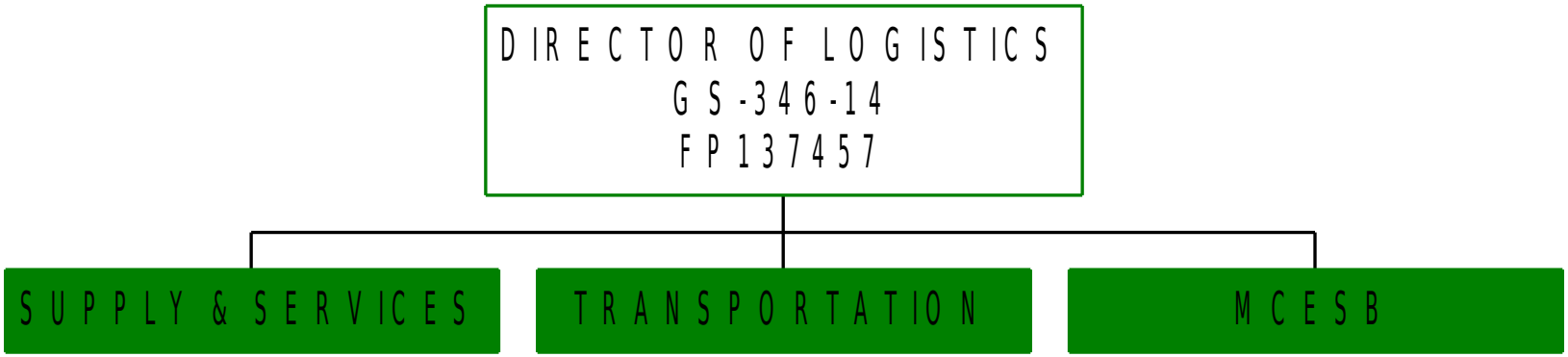
DIRECTORATE OF LOGISTICS



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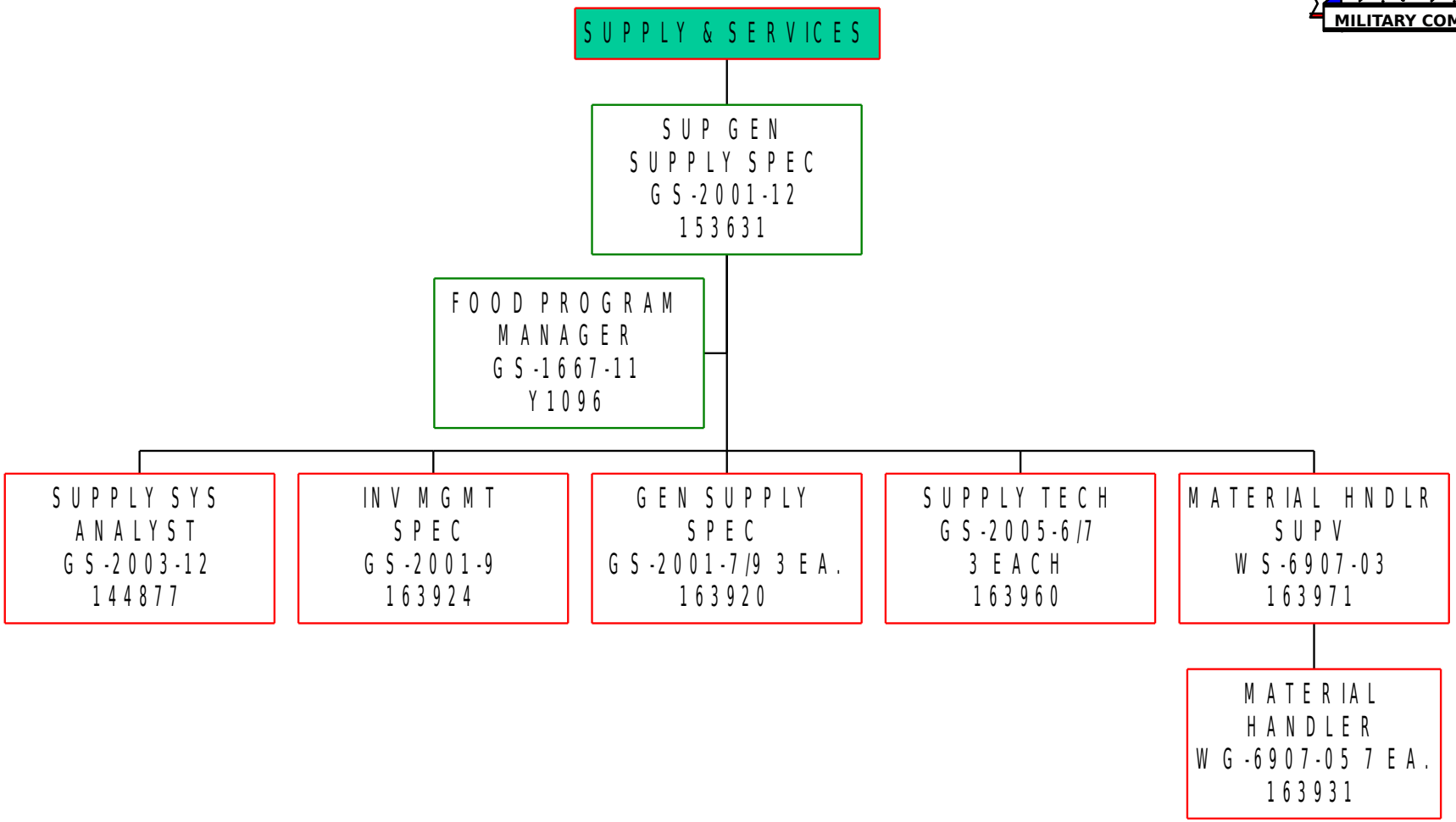
DIRECTORATE OF LOGISTICS



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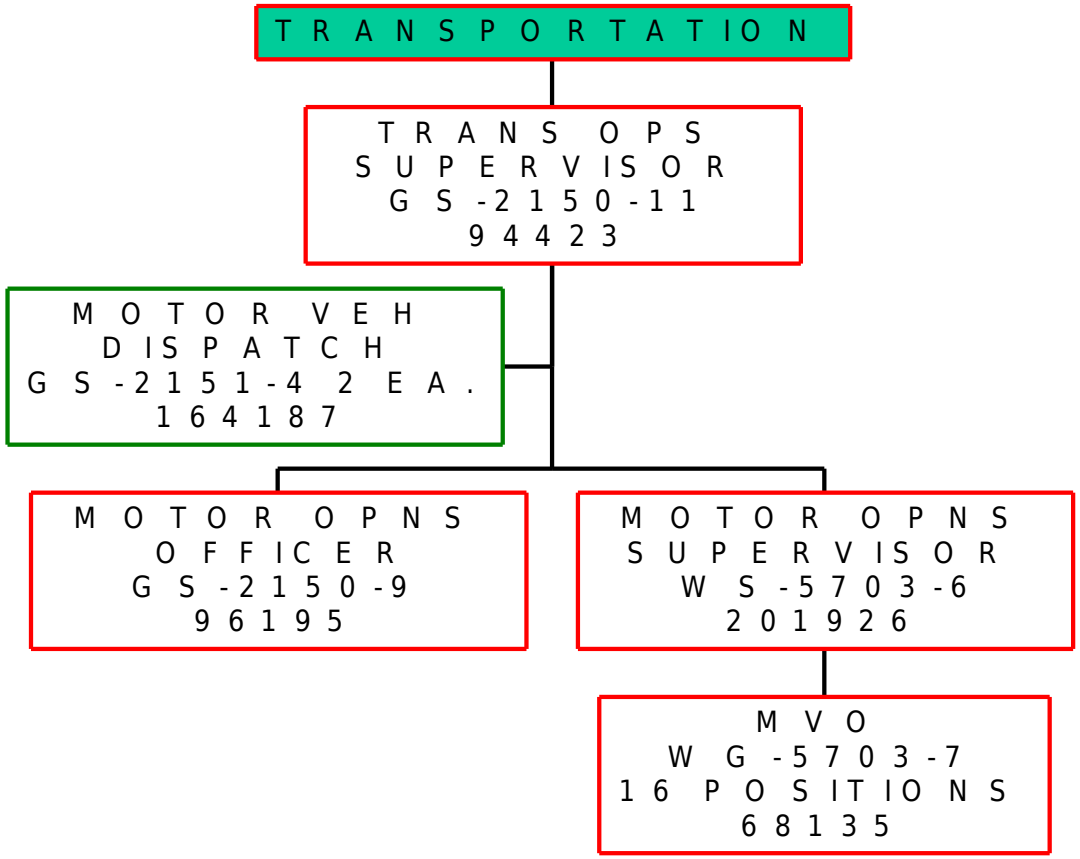
DIRECTORATE OF LOGISTICS


TRANSPORTATION
TRANS OPS SUPERVISOR GS-2150-11 94423
MOTOR VEH DISPATCH GS-2151-4 2 EA. 164187
MOTOR OPNS OFFICER GS-2150-9 96195
MOTOR OPNS SUPERVISOR WS-5703-6 201926
MVO WG-5703-7 16 POSITIONS 68135

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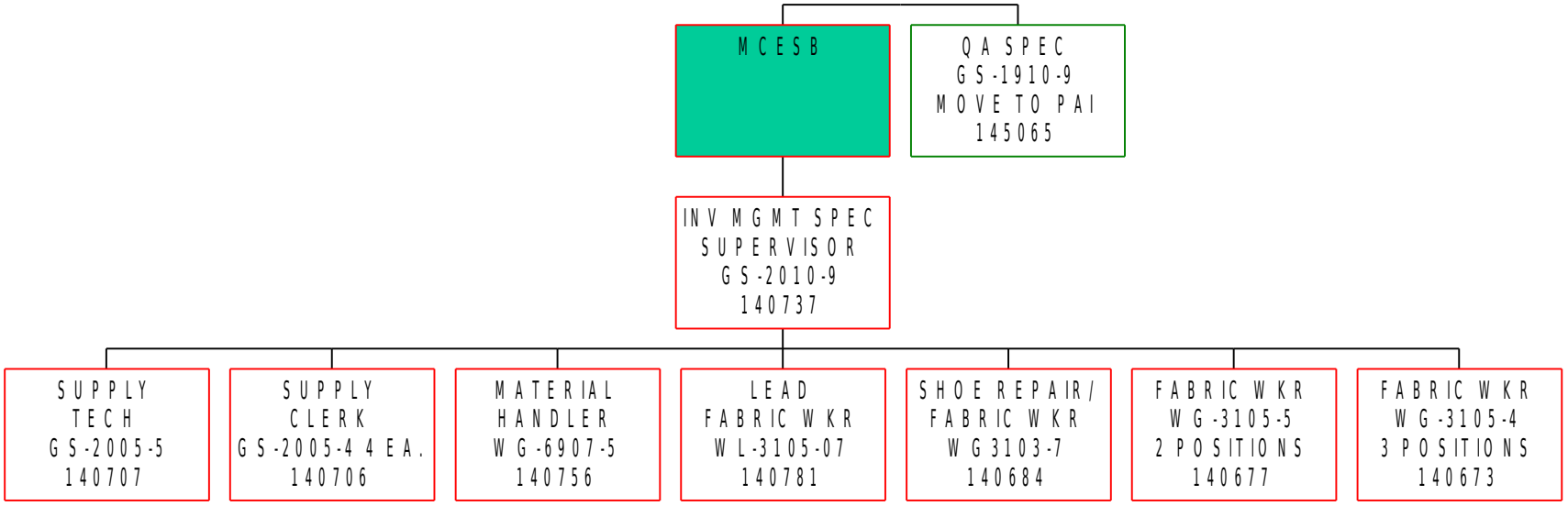
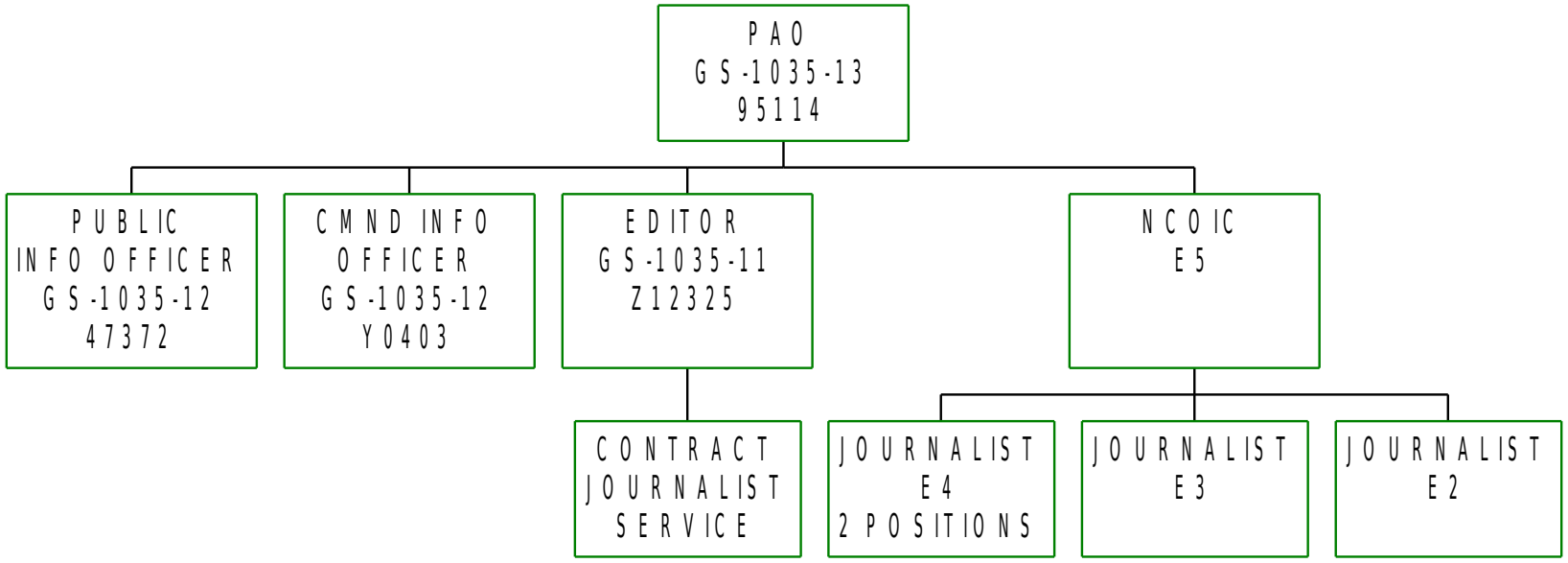
DIRECTORATE OF LOGISTICS



PUBLIC AFFAIRS OFFICE



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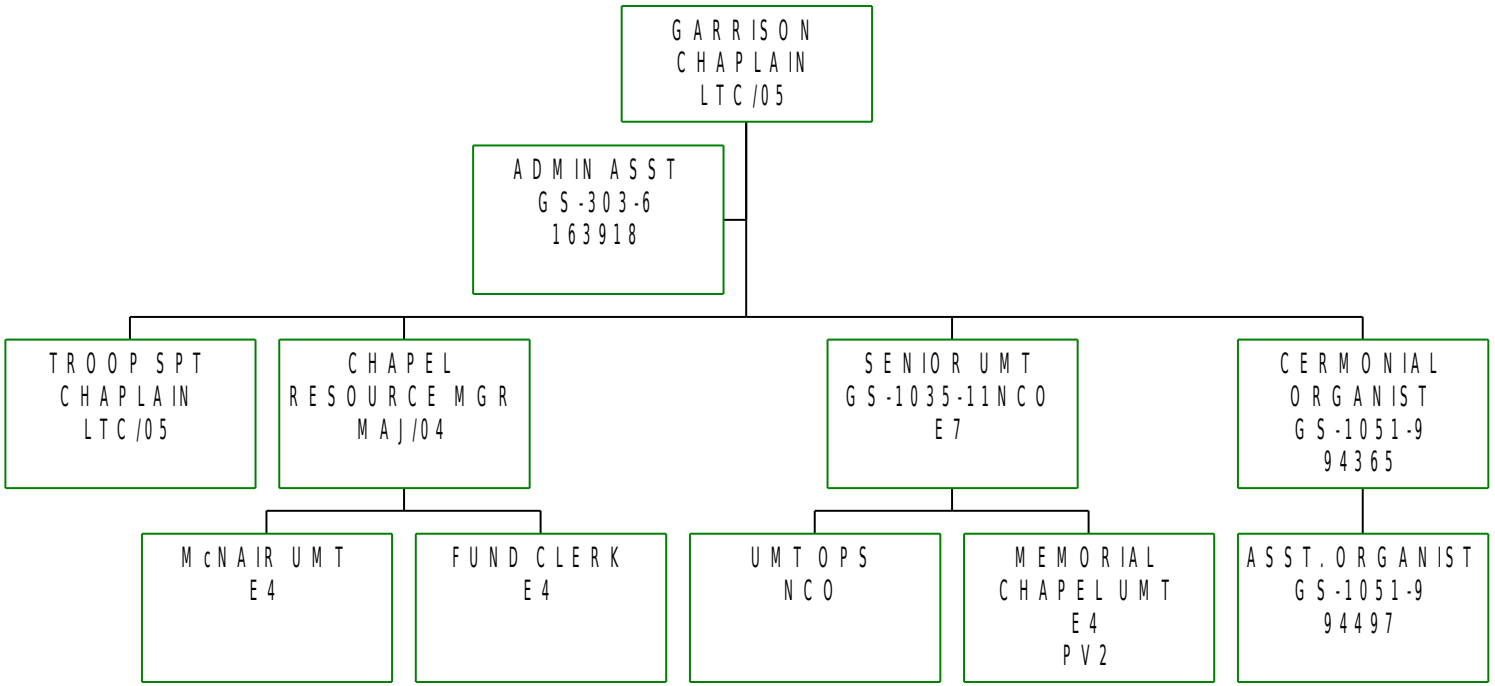
RELIGIOUS SUPPORT OFFICE



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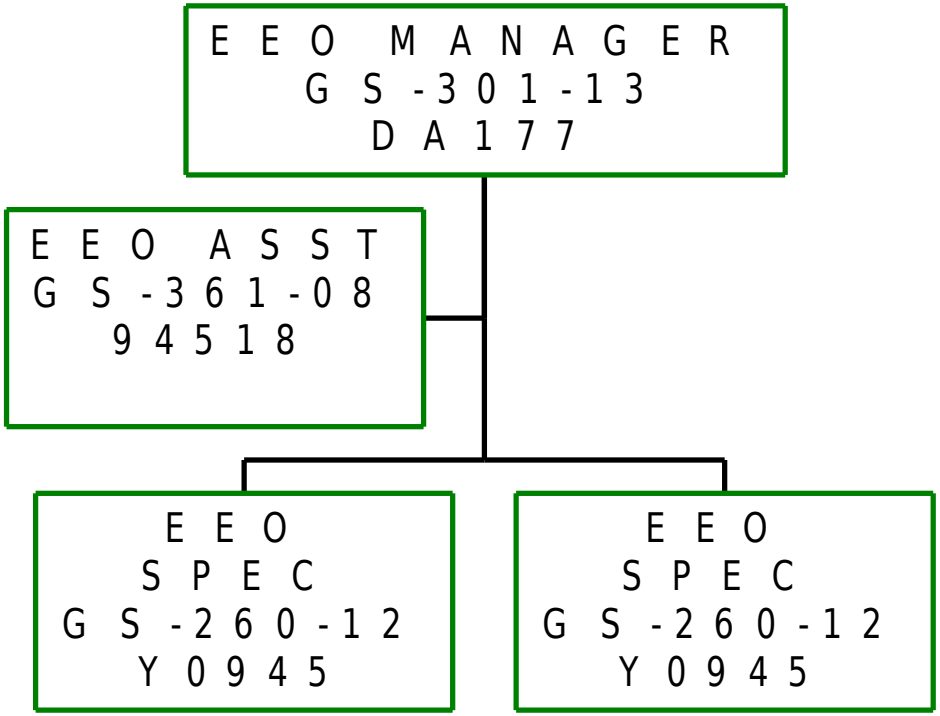
EQUAL EMPLOYMENT OFFICE



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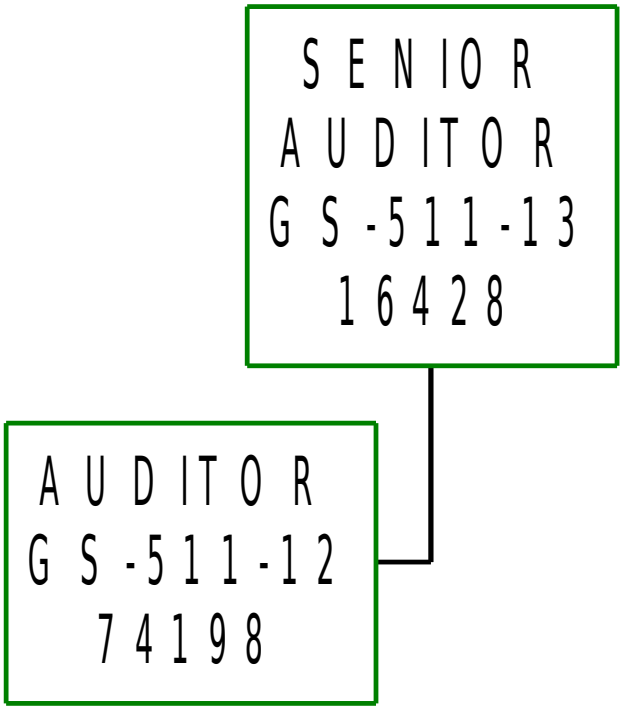
INTERNAL REVIEW & AUDIT COMPLIANCE OFFICE



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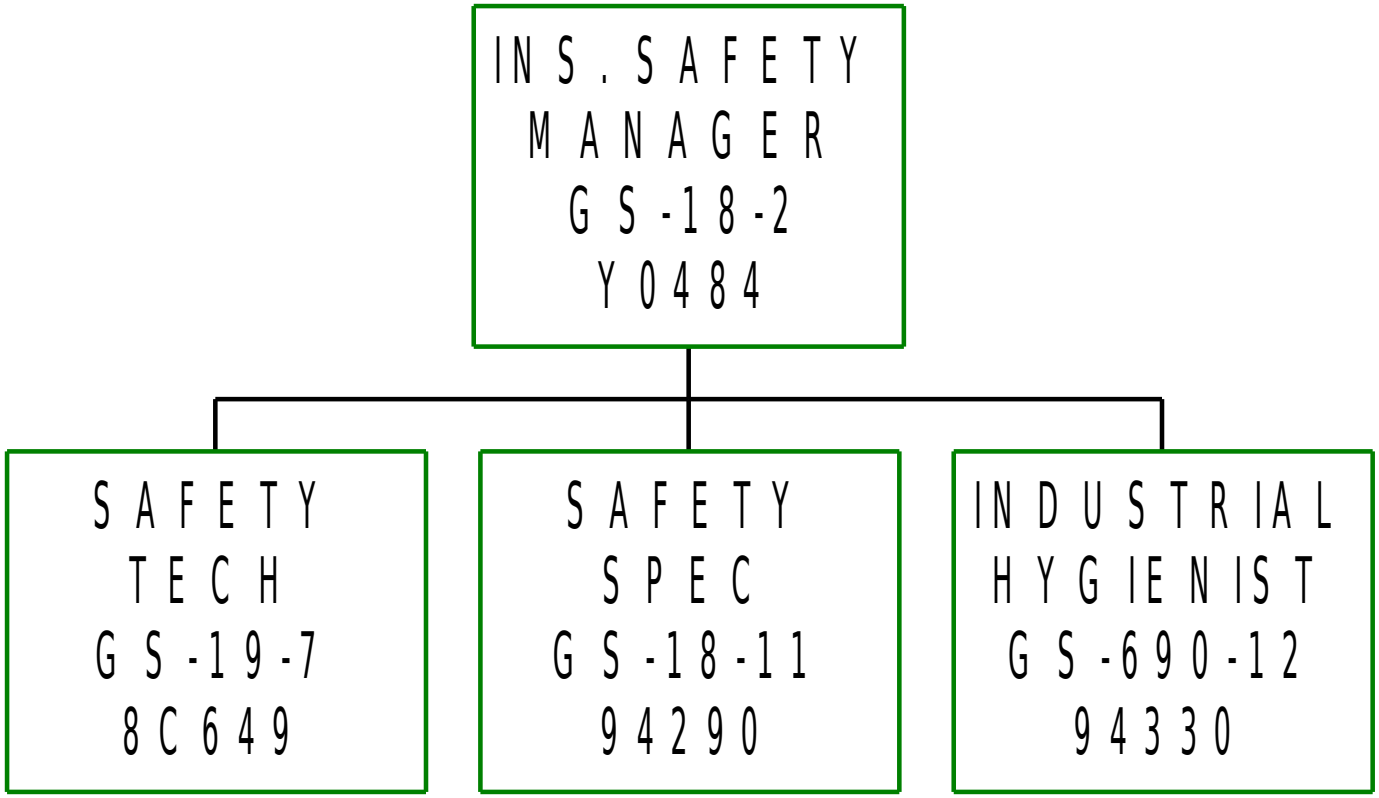
INSTALLATION SAFETY OFFICE



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NEXT STEPS

- THIS AFTERNOON
  - EACH DIRECTOR AND/OR DIVISION CHIEF WILL HAND DELIVER RIF NOTIFICATION LETTERS WITH AN EFFECTIVE DATE OF EITHER 20 OR 21 JUNE 2004 TO ALL AFFECTED EMPLOYEES REFLECTING:
    - REASSIGNMENT
    - DOWNGRADE
    - SEPARATION
- EACH EMPLOYEE IS ASKED TO SIGN AND RETURN THE LETTER TO THEIR SUPERVISOR WITHIN 7 CALENDAR DAYS
- FOR THOSE EMPLOYEES WHO ARE BEING SEPARATED, THE FOLLOWING RESOURCES ARE IMMEDIATELY AVAILABLE:
  - CPAC CHIEF
  - ACS CHIEF
  - CHAPLAINS' OFFICE

KEY POINTS TO REMEMBER ABOUT A REDUCTION IN FORCE

- Employees who are to be downgraded due to a RIF are entitled to:
  - ✓ **Grade retention** for a two-year period of.
    - Retain pre-RIF grade and step, and receive within grade increases when due.
  - ✓ **Pay retention** indefinitely after the 2-year period of **grade retention**.
    - Will not receive further within-grade increases
    - Only receive 50% of the yearly cost of living increases
  - ✓ **Registration in PPP**
    - for positions up to and including the grade from which they were downgraded for the 2 year period of grade retention.
- Employees who are being separated are entitled to:
  - ✓ **Severance pay (applies only to employees not entitled to an immediate annuity)**
    - Employees have to have at least 12 months of continuous service and be serving under either a career or career conditional appointment.
    - The amount is based on length of service and age.
  - ✓ **Registration in PPP** for 12 months

KEY POINTS

- WE WON
- WE STILL HAVE A MISSION TO EXECUTE
- WE HAVE A DYNAMIC ORGANIZATION STRUCTURE
- WE ARE CARETAKERS OF THIS GARRISON
- WE ARE TOP NOTCH PROFESSIONALS
- WE KNOW CHANGE IS TOUGH
- WE WILL SUCCEED AS A TEAM

CONCLUSION

- WE ARE CONFIDENT THAT THE INTERIM ORGANIZATION WILL MEET MISSION REQUIREMENTS

- WE ARE ALL RESPONSIBLE FOR THE SUCCESS OF THE FORT MYER MILITARY COMMUNITY